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| **Requirements** | **Essential** | **Desirable** | **Demonstrated By** |
| **1. Qualifications & Training** | Applicants must have GCSE/O Level at Grade B/Level 6 or above in Maths and Grade C/Level 5 or above in English | Behaviour management qualifications and/or training | Application Form |
| **2. Experience** | Previous experience of working with young people aged 11-16 to support learning | Previous experience of working with young people aged 11-16 to support learning specifically in Maths | Application Form |
| **3. Skills** | ICT literate – must be able to use Microsoft Office |  | Application Form / Task |
| **4. Knowledge** | An excellent understanding of Maths and a good understanding of how to support students to develop their skills in Maths up to GCSE level.  Able to differentiate work  Understanding of factors likely to impact on students’ behaviour and well being |  | Interview/Task |
| **5.Management** | Able to manage own workload  Able to prioritise  Able to show initiative |  | Interview/Task |
| **6. Aptitude and Personal qualities** | Excellent communication skills – empathy with children with the ability to relate well to staff and parents  Ability to work effectively as part of a team, committed to making a difference  Reliable, enthusiastic, highly motivated  Calm and professional manner  Helpful and resilient  Interest/determination to improve the attainment/progress of the most disadvantaged students |  | Application  Interview |