|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Essential  | Desirable |  |  |  |
| **Qualifications** |
| Educated to degree standard | 🗸 |  | Application formCertificates checked at interview |  |  |
| Has attended systematic Instruction course |  | 🗸 | Application form |  |  |
| **Experience** |
| Experience working in an FE or SEN school | 🗸 |  | Application form |  |  |
| Experience working with children or adults with disabilities/SLD/ASD/PMLD | 🗸 |  | Application form&interview |  |  |
| Experience working with people who display challenging behaviour |  | 🗸 | Application form&interview |  |  |
| Experience of The eight Gatsby benchmarks of Good Career Guidance |  | 🗸 | Application form |  |  |
| Experience of identification, negotiation and organisation of work experience placements | 🗸 |  | Application form |  |  |
| **Knowledge and Skills**  |
| Understands the needs of students with learning difficulties | 🗸 |  | interview |  |  |
| Understands the needs of autistic pupils | 🗸 |  | interview |  |  |
| Able to speak and write in grammatically correct English | 🗸 |  | Interviewtask |  |  |
| Ability to speak more than one language |  | 🗸 |  |  |  |
| Full clean driving licence | 🗸 |  |  |  |  |
| Able to drive a minibus |  | 🗸 | interview |  |  |
| Understands safeguarding procedures relating to the role | 🗸 |  | interview |  |  |
| Knowledge of Supported Living for people with SEN |  | 🗸 | Application form &interview |  |  |
| Experience of job coaching  | 🗸 |  | Application form &interview |  |  |
| **Personal Qualities** |
| The candidate is willing to put our students’ needs at the centre of all they do at work | 🗸 |  | interview |  |  |
| Excellent record in both attendance and punctuality | 🗸 |  | Reference |  |  |
| Able to work in team | 🗸 |  | Interviewtask |  |  |
| Able to work under own initiative when the situation demands this | 🗸 |  | Task in tray |  |  |
| Sensitivity to the challenges faced by students, staff and families | 🗸 |  | Task in tray |  |  |
| Approachable, polite and professional | 🗸 |  | Interview  |  |  |
| Resilient. Able to meet demands of a challenging high pressured environment and deal with emergencies when required | 🗸 |  | interview |  |  |
| Flexible. Able to manage last minute changes when required | 🗸 |  | interview |  |  |
| Physically able to undertake all aspects of the role  | 🗸 |  | interview |  |  |
| High expectations of self and others | 🗸 |  | interview |  |  |
| Well-groomed and presented in line with requirement of the role | 🗸 |  | interview |  |  |
| Committed to equality of opportunity for all | 🗸 |  | interview |  |  |