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| --- | --- | --- | --- |
|  **Factor** | **Essential** | **Desirable** | **Assessment\*** |
| **Qualifications**  | • GCSE’s in English and Maths   | • Additional qualification in SEN   | A |
| **Experience**  |        | * Experience of working with pupils with learning difficulties in an educational setting
* Experience of working with pupils with challenging
* behaviour
 | A, I, R |
| **Knowledge/** **Skills**  | * A basic knowledge of signs of child abuse
* Good communication skills, both verbal and written
* Good organisational skills
* Competent ICT Skills
 | * Knowledge of Child Protection procedures
* Knowledge of pupil behaviour management strategies
* Knowledge of basic first aid
 | A, I, R |
| **Additional** **Requirements**  | * To complete a Disclosure & Barring Service Disclosure
* Ability to engage effectively with young people
* Ability/desire to work collaboratively to effect school improvement
* Commitment to enhancing teaching and learning across the Fellowship
* Enthusiasm
* Flexibility and adaptability
* Ability to work calmly under pressure
* Sense of humour
* Ability to work as part of a team
* Willingness to take a full part in the life of the Fellowship
* Be hardworking and reliable
* Be a good timekeeper
 | * Be motivational and have high aspirations for oneself and for our pupils
* Hold a full driving licence
* Ability/willingness to drive a minibus
 | A, I, R |
| **Equal Opportunities**  | * Candidates should indicate a commitment to equal rights regardless of age, gender, orientation, ethnicity or religion
 |   |   |

*\*Assessment Method – details how the criteria will be assessed*

***A*** *= Application Form,* ***I*** *= Interview,* ***R*** *= References,* ***D*** *= Documentary Evidence*