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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*