

	Essential	Desirable	Evidence from
Qualifications	<ul style="list-style-type: none"> GCSE grade C or above (or equivalent) in both English and Mathematics/NVQ Level 3 	Willingness to participate in other development and training opportunities	Application form/supporting statement
Experience	<ul style="list-style-type: none"> An interest in/proven record of working with young people with SEN Willingness to/experience of supporting students' personal and emotional issues 	Proven experience of leading whole classes, due to unavailability of the teacher, or small groups	Application form/supporting statement / interview
Curriculum Work: Knowledge and Understanding	<ul style="list-style-type: none"> Good Literacy Skills Good Numeracy Skills Good ICT Skills and the ability to use other technology to support learning – e.g. laptops/netbooks/IPads etc An understanding of effective teaching and learning styles A general understanding of a secondary school curriculum Knowledge of safeguarding issues and how to promote the welfare of children and young people in line with school protocols 		Application form/supporting statement/interview
Skills	<ul style="list-style-type: none"> Be able to develop good working relationships across the whole range of school staff Ability to engage constructively with and demonstrate high expectations of all pupils; respecting their social, cultural, linguistic, religious and ethnic backgrounds. Have an ordered and systematic approach to organisation of workload Be able to demonstrate and promote the positive values and attitudes expected from the pupils. 	<p>Empathy with and sensitivity towards students who have additional needs</p> <p>Be able to communicate effectively with a variety of audiences including, on occasions, parents</p>	Application form/supporting statement/interview
Personal Attributes	<ul style="list-style-type: none"> Sense of humour A calm, controlled manner Flexibility and enthusiasm Ability to manage stressful and challenging situations A positive and confident disposition Be physically fit with a good health record 	Willingness to drive a school mini-bus	Interview