

What we are looking for:

We need someone who has good rapport with young people, is confident, flexible and willing to understand the particular needs of individual pupils.

Candidates will be assessed against the following criteria and the methods of assessment to be used for each criterion are indicated.

When completing the application form and letter, candidates should ensure that they provide supporting evidence of how they meet the criteria through reference to work or other relevant experience.

Specification	Essential	App. Form	Interview	References
Knowledge, Skills & Experience	<ul style="list-style-type: none"> • Excellent Communication Skills • Experience of engaging with young people • Good literacy skills and ability to assimilate and understand information 	<ul style="list-style-type: none"> ✓ ✓ ✓ 	<ul style="list-style-type: none"> ✓ ✓ ✓ 	<ul style="list-style-type: none"> ✓
Personal Qualities	<ul style="list-style-type: none"> • Confident and friendly • Calm • Ability to adapt to needs and situations sometimes at very short notice • Ability to gain trust and respect • Consistency in dealing with pupils • Ability to work collaboratively with colleagues, carry out their roles effectively, recognising limits of role and when to seek help and advice • Integrity in dealing with student confidential issues • Ability to learn and continuously improve • Desire to work with students in order for them to reach their full potential 	<ul style="list-style-type: none"> ✓ 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓
Professional Standards	<ul style="list-style-type: none"> • Lead by example and take responsibility • Demonstrate positive values, attitudes and behaviour • High professional standards • Prioritise effectively • Confidentiality & discretion 		<ul style="list-style-type: none"> ✓ ✓ 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓

Philosophy	<ul style="list-style-type: none"> • Commitment to the principle of equality for all and our core values. • Commitment to the Every Child Matters ethos 		✓ ✓	
	Desirable			
Knowledge, Skills & Experience	Previous school classroom experience	✓	✓	
	Some knowledge of Special Educational Needs issues within schools	✓	✓	
	Experience of using Information Communication Technology software, Word, Email	✓	✓	✓