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| **Attributes** | **Essential** | **Desirable** | **Assessment** |
| **Qualifications & Training** | * Good standard of literacy, numeracy & ICT | * Work related/vocational qualification | * Application form * Letter of application * References |
| **Experience** | * Proven work with young people * Experience of working with SEND * Effective communication between home and school * Good understanding of health and safety issues | * Experience outside of education sector * Experience of working in 1:1 situations * Experience in mentoring | * Application form * Letter of application * References * Interview |
| **Knowledge & Understanding** | * Ability to work as part of a team * Understanding of how to support young people with SEND and strategies to enable this to happen successfully. * Good understanding and up to date training in the safeguarding of young people * An understanding of the barriers to learning facing young people * Knowledge of a range of strategies to support student learning in the classroom * Knowledge of a range of strategies to help students overcome barriers associated with their need * Good listener | * Ability to work under own initiative * Organised | * Interview * Letter of application * References |
| **Skills & Personal Qualities** | * Approachable * Self-motivated * Good sense of humour * Flexible approach * Enjoy working with young people | * Effective use of ICT * Willingness to learn * Run after school activities * Commitment to equal opportunities | * Application form * Letter of application * References * Interview |