|  |  |  |  |
| --- | --- | --- | --- |
|  |  |  |  |
| **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
 |