

Category	Essential	Desirable	Criteria Assessed
Application	Well-presented application form and supporting statement		Application Form Statement
Qualifications/ Experience/ Professional development	Evidence of on-going commitment to own personal and professional development	Have undertaken Positive handling training (e.g. Team Teach)	Application Form
	Qualification to NVQ level 3 essential (in subject relevant for role)	Have undertaken Restorative practice training.	Application Form
	Experience of working with children of mixed ages and abilities in various school provisions and settings	Qualification to Degree level	Application form
Knowledge, Skills and Abilities	A clear vision and understanding of the needs of pupils A commitment to ensure that all pupils have the opportunity to achieve their potential Ability to work as part of a team Ability to contribute to resourcing the learning environment Understanding of curriculum Willingness to work flexibly Knowledge of requirements within wraparound care facilities		Application form and interview Application form and interview Application form and interview Application form and interview Application form Interview Application form

Personal Attributes	Caring attitude towards pupils and parents Willingness to work with wider community Willingness to contribute to the life of the school A good health and attendance record		Application form and interview Interview Interview Application form
References and employment checks	Fully supportive references Employment checks verified		References External Checks