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| **CATEGORY** | **CRITERIA** | ***ESSENTIAL OR DESIRABLE*** | **HOW ASSESSED** |
| ***SKILLS, ABILITIES***  ***AND KNOWLEDGE*** | Ability to communicate effectively | ***E*** | Application form / Interview |
| Ability and confidence to deal with a variety of people at all levels in a friendly and professional manner | ***E*** | Application form / Interview |
| Ability to understand and follow relevant procedures e.g. health and safety, child protection, School Behaviour Policy | ***E*** | Application form / Interview |
| Ability to work win a team | ***E*** | Application form / Interview |
| Ability to work under direction | ***E*** | Application / Interview |
| An empathy with, and an understanding of children in the age range concerned. | ***E*** | Application / Interview |
| Knowledge of school safeguarding | ***E*** | Application / Interview |
| Commitment to the school’s wider community | ***E*** | Application form / Interview |
|  | Flexible to meet the needs of the school | ***E*** | Application form / Interview |
| ***EXPERIENCE*** | Experience of working with children | ***E*** | Application form / Interview |