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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  |