# Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

# Essential

|  |  |
| --- | --- |
| 1 | Experience of establishing positive relationships with children |
| 2 | Experience of working with or caring for children |

# Desirable

|  |  |
| --- | --- |
| 3 | First Aid Training |

# Part B: Assessment Stage

Items 1 and 2 of the application stage criteria and the criteria below will be further explored at the assessment stage:

# Essential

|  |  |
| --- | --- |
| 1 | Basic literacy and numeracy skills |
| 2 | Able to use language and other communication skills that children can understand and relate to |
| 3 | Able to supervise groups of pupils |
| 4 | Able to work effectively as part of a team |
| 5 | Able to work within and apply all relevant school policies, e.g. behaviour management |
| 6 | Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: * + - motivation to work with children
		- ability to form and maintain appropriate relationships and personal boundaries with children
		- emotional resilience in working with challenging behaviours
		- attitude to use of authority and maintaining discipline
 |
| 7 | No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post |

The following methods of assessment will be used:

|  |  |  |  |
| --- | --- | --- | --- |
| **Method**  |  | **Method**  |  |
| Interview  | Yes | Presentation  | No  |
| Lesson Observation  | No | Observed interaction with pupils | Yes |
| Other (specify) | No  | Written task, either paper or computer-based | No |

**Part C: Additional Requirements**

The following criteria must be judged as satisfactory when pre-employment checks are completed:

|  |  |
| --- | --- |
| 1  | Enhanced Certificate of Disclosure from the Disclosure and Barring Service.  |
| 2  | Additional criminal record checks if applicant has lived outside the UK. |
| 3  | Children’s Barred List Check. |
| 4 | DfE Prohibition Check. |
| 5 | Confirmation of Qualified Teacher Status and proof of qualifications, if applicable. |
| 6 | A minimum of two references from current and previous employers (or education establishment if applicant not in employment). |
| 7 | Right to Work check and any other statutory check required by an educational establishment. |
| 8 | Medical clearance-as required under the Education (Health Standards) (England) Regulation 2003. |