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| **Attributes** | **Essential** | **Desirable** | **Assessment** |
| **Qualifications & Training** | 1. Good standard of literacy, numeracy & ICT
 | 1. Work related/vocational qualification
 | * Application form
* Letter of application
* References
 |
| **Experience** | 1. Proven work with young people
2. Experience of working with SEND
3. Effective communication between home and school
4. Good understanding of health and safety issues
 | 1. Experience outside of education sector
2. Experience of working in 1:1 situations
3. Experience in mentoring
 | * Application form
* Letter of application
* References
* Interview
 |
| **Knowledge & Understanding** | 1. Ability to work as part of a team
2. Understanding of how to support young people with SEND and strategies to enable this to happen successfully.
3. Good understanding and up to date training in the safeguarding of young people
4. An understanding of the barriers to learning facing young people
5. Knowledge of a range of strategies to support student learning in the classroom
6. Knowledge of a range of strategies to help students overcome barriers associated with their need
7. Good listener
 | 1. Ability to work under own initiative
2. Organised
 | * Interview
* Letter of application
* References
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| **Skills & Personal Qualities**  | 1. Approachable
2. Self-motivated
3. Good sense of humour
4. Flexible approach
5. Enjoy working with young people
 | 1. Effective use of ICT
2. Willingness to learn
3. Run after school activities
4. Commitment to equal opportunities
 | * Application form
* Letter of application
* References
* Interview
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