

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

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