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| --- | --- | --- | --- | --- |
| **1. Experience** | **Essential** | **Desirable** | **Application** | **Interview and Task** |
| Experience of working with students with complex and/or special educational needs |  | **√** | **√** | **√** |
| Commitment to professional development | **√** |  | **√** | **√** |
| Good to Outstanding practitioner | **√** |  | **√** | **√** |
| Small group tutoring/teaching/support work |  | **√** | **√** | **√** |
| Experience in monitoring students achievement and progress |  | **√** | **√** | **√** |
| **2. Knowledge, skills and understanding** |  |  |  |  |
| Knowledge, understanding and commitment to inclusion and equal opportunities | **√** |  | **√** | **√** |
| Knowledge and understanding of the varied strategies to support students with special educational needs |  | **√** | **√** | **√** |
| Clear understanding of effective learning and teaching styles |  | **√** | **√** | **√** |
| Knowledge of strategies to engage reluctant or underachieving students |  | **√** | **√** | **√** |
| **3. Planning, teaching and classroom management** |  |  |  |  |
| Ability to work as part of a team or independently | **√** |  | **√** | **√** |
| Experience in small group tutoring/teaching/support work |  | **√** | **√** | **√** |
| Is able to identify and plan for differentiation | **√** |  | **√** | **√** |
| Has high disciplinary standards and good behaviour management skills | **√** |  | **√** | **√** |
| **4. Monitoring, evaluation and review** |  |  |  |  |
| Is able to monitor and track student performance and progress | **√** |  | **√** | **√** |
| Is able to review progress and support change | **√** |  | **√** | **√** |
| **5. Personal Qualities and attributes** |  |  |  |  |
| Flexible and approachable | **√** |  | **√** | **√** |
| Is able to foster positive relationships with students and enjoys seeing them learn and progress | **√** |  | **√** | **√** |
| Is flexible, able to work under pressure and meet deadlines | **√** |  | **√** | **√** |
| Is a strong role model for staff and students which includes having excellent professionalism, attendance and punctuality | **√** |  | **√** |  |
| **6. Other professional requirements** |  |  |  |  |
| A commitment to, and understanding of, the wider aspects of student development, including tutoring, SMSC and the promotion of core British values | **√** |  | **√** | **√** |
| Ability to communicate effectively with parents/carers and other professionals as necessary | **√** |  | **√** | **√** |
| Is determined to promote a culture that celebrates success | **√** |  | **√** | **√** |

