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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  | **√**  |  | **√**  | **√**  |

