

JOB REQUIREMENT		Essential	Preferred	* How assessed
Qualifications, knowledge and experience	GCSE in English or Maths (or equivalent), at least grade 4 (previously Grade C)	✓		A
	Relevant Level 3 (or equivalent) qualification		✓	A
	Willingness to undertake the in-house Team Teach course as appropriate	✓		A & I
	Previous experience of using Team Teach techniques and/or the Team Teach programme		✓	A
	Strong ICT skills with a firm understanding of MS Office programmes i.e. outlook, work and excel	✓		A
	Previous experience of working with vulnerable children in an educational environment	✓		A & I
	Previous experience of working with children with SEMH		✓	A & I
	Good working knowledge and understanding of barriers to learning	✓		A & I
	Experience of implementing strategies to overcome barriers to learning related to SEMH		✓	A & I
	Experience of delivering outcomes related to an Education, Health and Care Plan (EHCP)		✓	A & I
Personal and interpersonal	Supporting & Co-operating - Working with People Demonstrates an interest in and understanding of others; adapts to the team and builds team spirit; recognises and rewards the contribution of others; listens, consults others and communicates proactively; supports and cares for others; develops and openly communicates self-insight.	✓		I
	Supporting & Co-operating - Adhering to Principles and Values Upholds ethics and values; demonstrates integrity; promotes and defends equal opportunities, builds diverse teams; encourages organisational and individual responsibility towards the community and the environment.	✓		I
	Interacting & Presenting - Relating and Networking Establishes good relationships with customers and staff; builds wide and effective networks of contacts inside and outside the organisation; relates well to people at all levels; manages conflict; uses humour appropriately to enhance relationships with others.	✓		I
	Interacting & Presenting - Presenting and Communicating Information Speaks clearly and fluently; expresses opinions, information and key points of an argument clearly; makes presentations and undertakes public speaking with skill and confidence; responds quickly to the needs of an audience and to their reactions and feedback; projects credibility.	✓		I
	Organising & Executing - Following Instructions and Procedures Appropriately follows instructions from others without unnecessary challenge; follows procedures and policies; keeps to schedules; arrives punctually for work and meetings; demonstrates commitment to the organisation; complies with legal obligations and safety requirements of the role.	✓		I
	Adapting & Coping - Adapting and Responding to change Adapts to changing circumstances; accepts new ideas and change initiatives; adapts interpersonal style to suit different people or situations; shows respect and sensitivity towards cultural and religious differences; deals with ambiguity, making positive use of the opportunities it presents.	✓		I
Child Protection	A commitment to the responsibility of safeguarding and promoting the welfare of young people.	✓		A & I
	Enhanced DBS disclosure (<i>to be completed by preferred candidate following interview</i>).	✓		C
	Willingness to undertake safeguarding training when required.	✓		I