

**Post Number:**

	Essential	Desirable	How assessed
<u>Qualifications</u> <ul style="list-style-type: none"> NVQ 3 in Supporting Teaching and Learning, or equivalent, OR <p>Able to demonstrate the ability to meet the STL Level 3 National Occupational Standards relevant to this post.</p> <ul style="list-style-type: none"> Level 2 qualifications in maths/numeracy and English/literacy OR <p>Able to demonstrate competency in literacy and numeracy equivalent to level 2.</p>	✓		App/Doc/ Ref
<ul style="list-style-type: none"> Level 2 qualifications in maths/numeracy and English/literacy OR <p>Able to demonstrate competency in literacy and numeracy equivalent to level 2.</p>	✓		App/Doc
<u>Experience</u> <ul style="list-style-type: none"> Experience of working with students in a formal setting without immediate supervision. 	✓		App/Int/ Ref
<u>Knowledge</u> <ul style="list-style-type: none"> Knowledge of child protection and health and safety procedures. 	✓		App/Int/ Ref
<u>Skills/Attributes</u> <ul style="list-style-type: none"> Ability and willingness to undertake professional development. 	✓		App/Int
<ul style="list-style-type: none"> Good interpersonal skills. 	✓		Int/Ref
<ul style="list-style-type: none"> Empathy with children and young people. 	✓		Int/Ref
<ul style="list-style-type: none"> Ability to effectively manage pupil behaviour in accordance with school/college policy and procedure. 	✓		Int/Ref
<ul style="list-style-type: none"> Ability to use own initiative to work flexibly and respond positively to a range of situations 	✓		Int/Ref

	Essential	Desirable	How assessed
<ul style="list-style-type: none"> Ability to work effectively as part of a team. 	✓		Int/Ref
<u>General Circumstances</u> <ul style="list-style-type: none"> Attendance - evidence of regular attendance at work. An understanding of, and commitment to, Equal Opportunities, and the ability to apply this to strategic work and day-to-day situations. 	✓ ✓		App/Ref/ Med App/Int
<u>Factors not already covered</u> Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the provisions of the Disability Discrimination Act 1995.	✓		Med

App = Application Form

Test = Test

Int = Interview

Pre = Presentation

Med = Medical Questionnaire

Doc = Documentary Evidence (e.g. Certificates)