



| 1. Experience | Essential | Desirable | Application | Interview and Task |
|--|------------------|------------------|--------------------|---------------------------|
| Experience of working with EAL students | | ✓ | ✓ | ✓ |
| 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 EAL students | | ✓ | ✓ | ✓ |
| Clear understanding of effective learning and teaching styles | | ✓ | ✓ | ✓ |
| Fluency in Turkish | | ✓ | ✓ | ✓ |
| 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 | ✓ | | ✓ | ✓ |