



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	✓		✓	✓