

Criteria	Essential	Desirable
<b>1. Qualifications</b>	<ul style="list-style-type: none"> <li>• Previous experience of working with children in an educational setting, ideally in a similar environment.</li> <li>• Good standard of general education, usually including 3 or more GCSE's (including maths or English) at Grade C or above or other equivalents.</li> </ul>	<ul style="list-style-type: none"> <li>• Some vocational training/qualification in the care, development or education of children ---NVQ level 2/ 3 or above.</li> <li>• Training in ACEs, PACE and Neurodiversity</li> </ul>
<b>2. Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>• Ability to deliver relevant activities to meet a range of pupil needs; helping to ensure pupils make good progress academically, emotionally and socially.</li> <li>• Knowledge and experience of working with children in an educational setting.</li> <li>• Awareness and understanding of inclusion.</li> <li>• Experience of working with ICT</li> <li>• Good personal numeracy and literacy skills.</li> <li>• Experience of supporting children with additional needs in an education setting</li> </ul>	<ul style="list-style-type: none"> <li>• Successful experience in more than one school within the relevant Key Stages.</li> <li>• Up to date knowledge in use of ICT to support learning.</li> <li>• Experience of supporting children using Trauma Informed practice</li> </ul>
<b>3. Personal and Professional Qualities</b>	<ul style="list-style-type: none"> <li>• Passionate about learning and education.</li> <li>• Consistently high expectations of pupils.</li> <li>• Ability to promote a positive ethos and model positive attributes.</li> <li>• Good interpersonal skills and ability to build effective working relationships with all pupils and colleagues.</li> <li>• Willingness to work hard and embrace change.</li> <li>• Calm, nurturing approach with children using PACE ethos</li> </ul>	<ul style="list-style-type: none"> <li>• Ambitious and keen to take next steps in professional development.</li> </ul>
<b>4. Letter of Application</b>	<ul style="list-style-type: none"> <li>• The ability to present succinctly and clearly a letter of application.</li> <li>• The ability to demonstrate how previous experience relates to the post at Minchinhampton.</li> <li>• Give examples of how you have supported children with additional needs in educational situations</li> </ul>	
<b>5. References</b>	Two fully supportive professional references.	
Minchinhampton C of E Primary Academy has rigorous procedures and guidelines regarding the welfare and safeguarding of our pupils and expects all staff and volunteers to be committed to pupil welfare and safety.		