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| **Criteria** | **Essential** | **Desirable** |
| **1. Qualifications** | * Previous experience of working with children in an educational setting, ideally in a similar environment. * Good standard of general education, usually including 3 or more GCSE’s (including maths or English) at Grade C or above or other equivalents. | * Some vocational training/qualification in the care, development or education of children ---NVQ level 2/ 3 or above. * Training in ACEs, PACE and Neurodiversity |
| **2. Knowledge and Experience** | * Ability to deliver relevant activities to meet a range of pupil needs; helping to ensure pupils make good progress academically, emotionally and socially. * Knowledge and experience of working with children in an educational setting. * Awareness and understanding of inclusion. * Experience of working with ICT * Good personal numeracy and literacy skills. * Experience of supporting children with additional needs in an education setting | * Successful experience in more than one school within the relevant Key Stages. * Up to date knowledge in use of ICT to support learning. * Experience of supporting children using Trauma Informed practice |
| **3. Personal and Professional Qualities** | * Passionate about learning and education. * Consistently high expectations of pupils. * Ability to promote a positive ethos and model positive attributes. * Good interpersonal skills and ability to build effective working relationships with all pupils and colleagues. * Willingness to work hard and embrace change. * Calm, nurturing approach with children using PACE ethos | * Ambitious and keen to take next steps in professional development. |
| **4. Letter of Application** | * The ability to present succinctly and clearly a letter of application. * The ability to demonstrate how previous experience relates to the post at Minchinhampton. * Give examples of how you have supported children with additional needs in educational situations |  |
| **5. References** | 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. | | |