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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
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| **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
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| **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.
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| **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
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| **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. |