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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **WHERE IDENTIFIED** |
| **QUALIFICATIONS & EDUCATION** | * Willingness to learn and undertake further training * Basic literacy and numeracy skills | * First Aid certificate. | * Application form * References |
| **EXPERIENCE** | * Evidence of working as part of an effective team * Ability to promote and achieve high standards of behaviour from pupils in a friendly but firm manner * Excellent interpersonal and communication skills | * Experience of working in a school environment either in a paid or voluntary capacity. | * Application Form, * References * Interview |
| **SKILLS** | * Ability to work under minimal supervision * Ability to work within a team * Demonstration of positive attitudes towards pupils * Patient and caring towards all children * Recognition of the needs of SEN children and the ability to promote good behaviour * Good communication * To be able to work under pressure | * Basic understanding of child development and learning. * An understanding of children with additional needs. * Good behaviour management strategies. | * Application Form * References * Interview |
| **SPECIAL KNOWLEDGE** | * Awareness of the ethos of a Catholic school and the contribution this makes to the mission of the Church. | * Practising Roman Catholic | * Interview |
| **PERSONAL ATTRIBUTES** | * Good relationships with all staff * Ability to work within the school’s policies * Self-motivated, reliable and hard working * Calm positive and flexible approach to work * Awareness of confidentiality * Enthusiastic, courteous and polite Approach. * Ability to present oneself as a positive role model to pupils * through dress, speech and attitude * Good timekeeping | * Willingness to support extra-curricular activities. * Willingness to contribute to the wider school life. * A good sense of humour. | * References * Interview |
| **CIRCUMSTANCES** | * Enhanced DBS clearance |  | * DBS check |