



Key Criteria		Essential/ Desirable	Assessment Application/ Task/Interview/ Vetting (A, T, I, V)
<b>Qualifications and Training</b>			
1.	Educated to GCSE standard with a minimum of 5 A-C grades, including maths and English	<b>E</b>	A, T, I, V
2.	NVQ Level 3 in Supporting Teaching and Learning or relevant subject	<b>E</b>	A, T, I, V
3.	First Aid training (or willingness to undergo training).	<b>D</b>	A, T, I, V
4.	Evidence of ongoing professional development	<b>D</b>	A, T, I, V
<b>Aptitude, Skills and Experience</b>			
5.	A strong commitment to the safeguarding and welfare of children and young people, with a proactive approach to identifying and responding to safeguarding concerns.	<b>E</b>	A, I, V
6.	Passion for supporting children in their learning, with a patient, enthusiastic, and adaptable approach.	<b>E</b>	A, T, I, V
7.	Experience supporting children in a classroom or educational setting.	<b>E</b>	A, T, I, V
8.	Understanding of social, emotional, and behavioural needs of pupils and how to support them effectively.	<b>E</b>	A, T, I
9.	Ability to support and encourage children's independence and life skills development.	<b>E</b>	A, T, I
10.	Experience working collaboratively with a team, including teachers, other support staff, and families.	<b>E</b>	A, I
11.	Ability to build positive, effective, professional relationships with staff, children, and parents.	<b>E</b>	A, T, I
12.	Excellent verbal and written communication skills, ensuring clear and constructive interactions with children, staff, and parents.	<b>E</b>	A, T, I
<b>Personal Attributes</b>			
13.	A caring, empathetic nature with a can-do attitude and a commitment to providing the best possible support to children	<b>E</b>	A, T, I
14.	Patience and calmness in challenging situations, demonstrating the ability to handle emotional or behavioural difficulties.	<b>E</b>	A, T, I
15.	Takes initiative and demonstrates strong time-management and organisational skills to meet the demands of the role.	<b>E</b>	A, I
16.	Flexibility in responding to changes in circumstances, such as differing student needs or unforeseen challenges.	<b>E</b>	A, I
<b>Other Requirements</b>			
17.	Proficiency in using ICT for planning, teaching, and communication (e.g., learning management systems, office software, and educational apps)	<b>E</b>	A, T, I
18.	A strong commitment to both Trust values and ethos with a willingness to work collaboratively across the Trust.	<b>E</b>	A, T, I
19.	A commitment to contribute to the wider school community, such as involvement in extracurricular activities or school events.	<b>D</b>	A, T, I
20.	Ability to travel between schools within the Multi Academy Trust when necessary	<b>D</b>	A, T, I

**References:**

Any relevant issues arising from references will be taken up at interview.

**DBS and pre-occupational health:**

Balmoral Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure.

An enhanced DBS check and pre-occupational health check are an essential part of the selection and recruitment process.

**Equal opportunities:**

We are an equal opportunity employer. We want to develop a more diverse workforce and we positively welcome applicants from all sections of the community. Applications with disabilities will be granted an interview if the essential job criteria are met.