

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
KNOWLEDGE & QUALIFICATIONS	<ul style="list-style-type: none"> Have knowledge of basic hygiene procedures. Appropriate first aid qualification or willingness to undertake training (where relevant). 	<ul style="list-style-type: none"> Awareness of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection.
SKILLS & EXPERIENCE	<ul style="list-style-type: none"> Able to communicate effectively both orally and in writing. Demonstrates an ability to understand and convey sensitive information effectively. Able to maintain confidentiality over matters relating to the academy, with students, staff and/or parents. Strong interpersonal skills, in particular demonstrates empathy and active listening. Works collaboratively to ensure best outcomes for children. Able to deal with inappropriate behaviour in a calm and non-judgemental way, following academy guidance. Adapts practice to meet the needs of the service. Able to learn, understand and apply relevant working processes and associated systems. Able to work well within a team environment but also capable of using own initiative. Able to relate well to children, young people and adults. 	
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> A keen interest in working within an education-based environment and commitment to inclusion and acceptance of all. Patient, calm and able to work under pressure. Caring and understanding attitude, sensitive and responsive to the needs of children and their parents/ carers. Role model the positive values, attitudes and behaviour expected of students. Commitment to and able to work in a way that promotes and respects equal opportunities and diversity. Commitment to and able to work in a way that promotes the safety and well-being of children and young people. Well-presented and personable. Calm, patient and diplomatic when dealing with staff, students, parents and visitors. A passion for working with and supporting children and young people. Hard working and enthusiastic. Punctual and reliable. Approachable and empathetic. Positive with a 'can do' attitude. Takes pride in a job well done. 	