Lapwing

**PERSON SPECIFICATION TUTOR & HOLISTIC EDUCATOR**

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| Requirement | Essential/Desirable | Measurement |
| Qualifications & trainingEducated to GCSE level or equivalent in English and mathematicsLevel 3 Award in Education and Training or relevant teaching experienceEducated to degree level and qualified teacher | EssentialEssentialDesirable | Application |
| Knowledge & experienceLiteracy and numeracy teaching experience from primary, secondary or post 16 Working with young people with complex barriers to learning, SEND and behavioural issues (both 1:1 and in small groups)Using ICT to aid teaching and learningKnowledge of basic safeguarding practice and procedures involved in working with children and young people | EssentialEssentialDesirableEssential | Application/Interview |
| Specific skillsAbility to apply a variety of assessment methods to assess and monitor student progressAbility to adapt teaching style to individual student needsAbility to plan and deliver creative sessions to motivate and engage studentsExcellent written communication, report writing and record keeping skillsExcellent verbal and non-verbal communication - ability to establish and maintain communication with students in an effective and non-judgmental wayAbility to assess individual strengths, needs and preferences and offer appropriate supportAbility to work on own and as part of a teamIT literacy – ability to use Microsoft packages and Outlook or willingness to undertake trainingExcellent listening skills and ability to recognize non-verbal cuesExcellent planning and organisational skills | EssentialEssentialEssentialEssentialEssentialEssentialEssentialEssentialEssentialEssential | Application/Interview |

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| Requirement | Essential/Desirable | Measurement |
| Personal qualities and attributesA calm, patient and sensitive approachCreative and inspiring attitudeDisplaying an effective teaching style which engages and motivates young peopleAble to build excellent working relationshipsFlexible attitude – ability to adapt easily to changing circumstancesA positive interest in young people with learning disabilities or disadvantagesValid driving licence and car available for business use | DesirableDesirableDesirableDesirableDesirableDesirableEssential | Interview |