

PERSON SPECIFICATION: Sixth Form Tutor

	JOB REQUIREMENTS	Essential	Desirable	Assessment
Knowledge, Experience and Skills	GCSE in English at a grade 6 or above or equivalent	✓		A
	A willingness to undertake online training, as required by the School Led Tutoring programme	✓		A, I
	Experience of working with children and/or young people		✓	A, I
	Knowledge of the school's approach to behaviour management and the associated policies/procedures		✓	A, I
	Experience of working collaboratively within a team with minimal supervision		✓	A, I
JOB COMPETENCIES				
Personal and interpersonal	Working with People: Demonstrates an interest in and understanding of others; adapts to the team and builds team spirit; recognises and rewards the contribution of others; listens, consults others and communicates proactively; supports and cares for others, showing empathy and respect; develops and openly communicates self-insight.	✓		I
	Persuading and Influencing: Gains clear agreement and commitment from others by persuading, convincing and negotiating.	✓		I
	Following Instructions and Procedures: Appropriately follows instructions from others without unnecessarily challenging authority; follows procedures and policies; keeps to schedules; arrives punctually for work; demonstrates commitment to the organisation; complies with school policies, procedures and safety requirements.	✓		I
	Coping with Pressures and Setbacks: Maintains a positive outlook at work; keeps emotions under control during difficult situations.	✓		I
Child Protection	A commitment to the responsibility of safeguarding and promoting the welfare of young people	✓		I
	Enhanced DBS disclosure (<i>to be completed by preferred candidate following interview</i>)	✓		
	Willingness to undertake Child Protection training when required	✓		I

* A = by application, I = assessed by Interview