



	Item	Essential	Desirable
1	Experience of working with classes or large groups of pupils	✓	
2	Experience of working in both secondary & primary school	✓	
3	Good standard of English & Mathematics at Grade C or above	✓	
4	HLTA and ELSA qualification advantageous		✓
5	Ability to apply good behaviour management strategies	✓	
6	High level of literacy and numeracy to support pupils in these areas	✓	
7	Effective and clear communication/presentation skills to convey instructions to pupils	✓	
8	Caring and ability to manage the emotional, cultural and social needs of students in class.	✓	
9	Ability to maintain a positive and calm learning environment.	✓	
10	Ability to work as part of a team to provide seamless support for teachers in their absence	✓	
11	Be familiar with the full range of school policies, particularly those regarding H&S, equal opportunity issues and SEN	✓	
12	Have the necessary skills to manage safely classroom activities, the physical learning space and resources for which they are responsible.	✓	
13	Awareness of child protection and bullying issues	✓	
14	Ability to be flexible and use initiative	✓	
15	Patience and resilience	✓	
16	Willingness to learn and help the learning of others by sharing training and experience	✓	
17	Commitment to inclusive education	✓	
18	Fully support of the school's values and ethos	✓	