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|  | **Essential** | **Desirable** | **Evidenced by** |
| **Qualifications** | Experience of working with children within an educational setting.\*\*Full NVQ 2 or above Teaching Assistant qualification (or equivalent qualification in a directly relevant area)Strong academic record **including** Maths and English GCSE grade C (or equivalent) or better. (Please include this information in your application form). | Level 3 Diploma in Childcare in Education, or NVQ level 4, Childcare in Education, City and Guilds Advanced Certificate in Learning SupportTraining relevant to education, e.g. literacy, dyslexia, ICT, maths, etc.Good further education qualificationsFirst Aid qualificationQualification in Makaton | Application and CPD record |
| **Knowledge and experience**  | Experience of working with children within EYFS, Key Stage 1 or 2Excellent literacy and knowledge skillsGood understanding of child development and learning | Experience of teaching and supporting children with SEN and those with challenging behaviourExperience of running intervention programmesKnowledge and understanding of curriculum and assessment | Application form & interview |
| **Personal** | Enjoy working with childrenBe enthusiastic, highly motivated and flexibleGood verbal communication skillsExperience of communicating effectively with parents & carersAbility to relate well to children and adultsAbility to work well as part of a team and/or under own initiativeHave ability to adapt to a variety of situationsAbility to self-evaluate learning needs and actively seek learning opportunitiesAbility to safeguard and promote the welfare of childrenHave a calm approach, and an empathic nature | Enjoy working ‘in-character’Be willing to run an afterschool club | Interview and application |