|  |  |  |
| --- | --- | --- |
|  | **Essentials** | **Desirable** |
| **Qualifications** | * Good subject knowledge of English and Maths e.g. GCSEs * Evidence of further professional development | * Additional qualifications especially in supporting children with complex needs * Minimum NVQ Level 3 in Childcare or equivalent (or willing to work towards this qualification) * Knowledge of phonics |
| **Professional Qualities** | * Recent experience of working in an Early Years or primary setting * Ability and willingness to care for children’s wellbeing * Commitment to children’s social, academic, emotional and physical development * Ability and commitment to work creatively to ensure that children develop as happy, motivated and independent learners * Excellent communication skills at all levels – children, staff and parents * Commitment to own learning and a willingness to share own experience and knowledge with others * Ability to learn from others, work independently but also as part of a team | * Recent experience of working in an Early Years or primary setting * Recent safe-guarding training * Experience of working with children with special educational needs * Experience of acting on advice from a variety of different agencies to support individual children * Experience of working with a range of different groups of children on educational programmes and other interventions |
| **Personal qualities** | * Flexibility, enthusiasm and a sense of humour * Calm and patient yet firm * Approachable * Ability to adapt to change and think on your feet * Willingness and ability to learn from others * High expectations of themselves and others * Understand the importance of confidentiality and act upon it |  |
| **Philosophy** | * Demonstrate a commitment to Equal Opportunities |  |