|  |  |  |
| --- | --- | --- |
|  | **Essentials** |  **Desirable** |
| **Qualifications** | * Good subject knowledge of English and Maths e.g. GCSEs
* Evidence of further professional development
* Minimum NVQ Level 3 in Childcare or equivalent
* HLTA Status (or working towards)
 | * Additional qualifications especially in supporting children with complex needs
* Phonics training
* First aid training
 |
| **Professional Qualities** | * Knowledge and understanding of the EYFS framework as well as the National Curriculum.
* Understanding of effective teaching methods
* Knowledge of how to successfully lead learning activities for a group or class of children
* Knowledge of how to support learners in accessing the curriculum in accordance with the SEND code of practice
* experience supporting primary-aged children with a variety of complex special educational needs.
* 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, parents and external agencies
* 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 safeguarding training
* Experience of working with and 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
* Experience of working with a child with Autism Spectrum Disorder (ASD)
 |
| **Personal qualities** | * Flexibility, enthusiasm and a sense of humour
* Calm and patient, yet firm
* Confident and caring individual who can lead classes and support pupils independently
* Approachable
* Compassionate, patient, nurturing and committed to supporting children with SEND
* Strong communication and interpersonal skills
* 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
* Excellent verbal communication skills
* A great communicator and team player with a positive and proactive approach
 |  |
| **Philosophy** | * Demonstrate a commitment to Equal Opportunities
 |  |