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|  | **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 |  |