|  | **Essential** | **Desirable** |
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| **Qualifications & Training** | * L4 Higher Level Teaching Assistant Qualification (or equivalent)
* English and Maths Level 2 (GCSE Grade C or equivalent)
* Evidence of continuing professional development.
* Strong personal literacy skills
* Good knowledge of current thinking and practice in education
* Training in/experience of delivering a range of interventions to accelerate progress
 | * Further qualification in child development/other professional qualifications.
* First aid qualification
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| **Experience, knowledge & understanding** | * Significant experience of teaching whole classes in a primary school setting
* Experience of multi-disciplinary working
* Good knowledge of current thinking and practice in education.
* Recent and relevant experience as an effective Teaching Assistant/ HLTA demonstrating ability to meet the HLTA standards
* Sound knowledge of provision/practice across the range of curriculum subjects
* Knowledge and experience of teaching reading – (Phonics/Fluency etc.)
 | * Experience of supporting the SLT and Phase Leader through the use of specialisms in specific areas of practice
* Experience of leading teams and improving the performance of colleagues through effective line management
* Experience of leading training and identifying areas for development in the practice of others
* Experience of multi-disciplinary working
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| **Skills & Abilities** | * Ability to influence people and lead change
* Ability to work effectively as part of a team
* Good understanding of curriculum development and innovation.
* Knowledge of successful strategies for improving the quality of provision and pupils’ learning and progress.
* Knowledge of assessment practice and pupil tracking, with specific knowledge of Key Stage 1 and 2
* A good understanding of the features of high-quality pedagogy and practice for children and young people with learning difficulties and disabilities.
* Strong behaviour management and a detailed understanding of positive behaviour approaches
* Clear commitment to safeguarding and ensuring the safety and wellbeing of all children
 | * Extended level of ICT knowledge and skills.
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| **Personal qualities and attributes** | * Good communication skills.
* Humility, resilience and optimism
* The ability to inspire and motivate other people.
* Honesty and integrity.
* Calm under pressure and able to adapt to change quickly.
 | * Commitment to further career development.
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| **Attendance** | * A good attendance record in current employment, (not including absences due to disability)
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