|  | **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 |
| **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 |
| **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. |
| **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. |
| **Attendance** | * A good attendance record in current employment, (not including absences due to disability) |  |