

Key:

A: Tested by the application form/I: Tested at interview/T: Test or presentation

AREA	ESSENTIAL REQUIREMENT	EVIDENCE	DESIRABLE REQUIREMENT	EVIDENCE
1. ATTAINMENTS Education & Qualifications	<p>E* Qualified in English/literacy and mathematics/numeracy equivalent to at least Level 2 of the National Qualifications Framework or GCSE Grade C/Level 4</p> <p>E* Have acquired a professional qualification related to teaching learning (level 4) e.g .HLTA qualification or be prepared to study for one within 12 months of being appointed. Alternatively a graduate looking for experience prior to starting a teaching career.</p>	<p>A/T</p> <p>A/I/T</p>	Scale 5 or 6 qualification	A/T
2. SKILLS/KNOWLEDGE/ ABILITIES/APTITUDES	<p>E* Proven knowledge and skills of working in an educational environment or a graduate with the ability to develop this area.</p> <p>E* Proven knowledge and skills in the delivery of specific areas of the curriculum or a graduate with the ability to develop this area</p> <p>E* Proven skills and abilities of effectively undertaking administrative duties which may include report writing and observations.</p> <p>E* Know a range of strategies to establish purposeful learning and promote good behaviour or Graduate with the ability to develop these</p> <p>E* An interest and commitment to work related training</p> <p>E* Ability to communicate effectively and sensitively with parents/carers and other groups such as school based staff, professionals and Governors</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A</p> <p>A</p>	<p>D* Proven knowledge and skills of using ICT to advance both own and pupils' learning</p> <p>D* Know the key factors affecting the way pupils learn</p>	<p>A</p> <p>I</p>

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3. COMMITMENT TO THE PROMOTION OF VALUES, POLICIES AND PROCEDURES	E* Ability to improve own practice and further knowledge through observation, evaluation and discussion with colleagues	A/I	D* Good understanding of the school curriculum, age-related expectations of pupils, main teaching methods and testing /examination framework in subjects and age ranges	I
	E* Understand the aims, content, teaching strategies and intended outcomes in lessons	A/I		
	E* Ability to cope with and adapt to change	A/I	D* An understanding of Equal Opportunities and the issues affecting social, cultural, linguistic, religious and ethnic backgrounds	A/I
	E* Ability to supervise and manage a group of pupils	A/I		
	E* Ability to work collaboratively and flexibly within a team and contribute to team development	A	D* Aware of the statutory framework relevant to their role of HLTA	I
	E* An understanding and importance of confidentiality	A/I		
	E* Ability to organise, prioritise and work on own initiative whilst under pressure	A/I	D* An understanding of the importance of Health and Safety	I/T
	E* Committed to raising pupils' educational achievement, positive values, attitudes and behaviour	I		
	E* Committed to building and maintaining successful relationships with pupils	I/T		