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|  | **Essential** | **Desirable** |
| **Qualifications, knowledge, experience, skills and abilities** | * Good basic level of education * Experience of working with primary age children, perhaps as a parent or volunteer. * Physically able to meet the needs of the children * Knowledge and understanding of:   + the needs of young children;   + child development and the ways in which children learn;   + the roles played by various adults in a child’s education;   + behaviour management strategies; * Be able to:   + assist children on an individual basis, in small group and whole class work;   + foster independence in a range of situations;   + supervise children, and facilitate safe play;   + liaise and communicate effectively with others;   + ensure pupils are learning at every opportunity   + demonstrate good organisational skills;   + reflect on and develop professional practice; * Have evidence of taking action which has improved pupil outcomes | * GCSE Maths and English * A relevant qualification in childcare and/or education. * Knowledge of a systematic synthetic phonics scheme. * Being a paid worker in play schemes, crèches, midday supervision, after-school clubs or similar * A relevant qualification in whole class support, a specific primary school intervention and/or working 1:1 with children with need. |
| **Personality and values** | * Supportive of the Catholic ethos * Committed to safeguarding pupils and ensuring a safe environment for all * Calm and organised approach to working under pressure, with an ability to use initiative to prioritise workload. * Firm, sensitive and effective approach towards pupil discipline * Team player who has the ability to work flexibility to meet the needs of the school. * Resilient and able to retain a sense of perspective. * Professionally discrete and able to maintain confidentiality at all times. * Show initiative in accessing and implementing on-going training, coaching and improvement. * Demonstrate a co-operative, reliable, ‘can do’ attitude. * Good communication skills and able to clarify and explain instructions clearly. * Well-developed interpersonal skills and a sense of humour, enabling effective relationships with a variety of different people. * Be enthusiastic to work with all pupils, regardless of their background and needs | * Practising Catholic |

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| **Accountabilities** | **Accountability Statements** | **% of Time** |
| **Support for pupils** | Working with individual or groups of children, assist in ensuring pupils are kept on task and complete activities set by teachers  Deal with behavioural and special needs issues in conjunction with the teacher | 70 |
| **Support for teachers/curriculum** | Provide feedback to pupils in conjunction with the class teacher/SENDCo  Assist the teacher with assessment.  Run specific intervention programmes and review progress of pupils against learning outcomes. | 10 |
| **Support for the school** | Implement curriculum policies  Detect signs of behavioural issues  Work with outside agencies  Playtime supervision | 15 |
| **Corporate and statutory initiatives - equalities/health and safety/e-government/ sustainability** | Maintain an awareness of school, national and statutory policies and requirements and apply these in the workplace | 5 |