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| Role-related knowledge, skills and experience | Essential | Desirable |
| * Empathy with children and sympathetic to their needs * Good level of education to at least GCSE standards or equivalent * Experience of working with young children, perhaps as a parent or voluntary work * Good communication skills and able to clarify and explain instructions clearly * Professionally discrete and able to respect confidentiality on particular issues * Well-developed interpersonal skills and sense of humour enabling effective relationships with a variety of different people * Team Worker | * A relevant qualification in Childcare and/or Education * Being a paid worker in a school, play schemes, crèches, midday supervision, after-school clubs or similar |
| Professional Characteristics | * Sensitive and effective approach towards children’s behaviour, especially where pupils may have additional needs. * Able to act on instructions from the class teacher * Good organisational ability * Able to monitor and record pupil progress * Competent in working with group of children with some supervision from the teacher * Ability to apply knowledge and skills from training in practical classroom context * Flexible in relation to tasks undertaken and groups/children allocated * Ability to motivate and encourage children appropriately * Ability to work independently and with initiative * Ability to establish and maintain good relationships and rapport with other colleagues in the school and external contacts (e.g. parents, education psychologist, speech therapist) | * Able to work at a basic level with the teacher in planning and delivery of teaching activities for those with Special Educational Needs. |
| Personal Qualities | * Passionate about Children’s learning * Willing to engage in continuing professional development * Displays warmth, care and sensitivity in dealing with children * Open minded, self-evaluative and adaptable to changing circumstances and new ideas * Able to enthuse and reflect upon experience * Willingness to be involved in the wider life of the school * Ability to prioritise * Good interpersonal/communication skills * A good sense of humour * Patience – especially when dealing with more vulnerable children * Fully compliant with the statutory requirements of legislation concerning ‘Safeguarding’ - including Child Protection, Equal Opportunities, Health and Safety, Disability and Inclusion * Willingness to work within the team of support staff |  |