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|  | Essential | Desirable |
| Qualifications | * Competent to NVQ Level 2 standard in Supporting Teaching and Learning or equivalent * Willing to pursue further professional development | * NVQ Level 3 in Supporting Teaching and Learning * A paediatric First Aid qualification (or willingness to achieve one) * Evidence of continuing or further professional development * other relevant national or professional qualifications |
| Experience | * Worked / volunteered within an educational setting | * Experience of supporting children with special educational needs * Experience of working with and supporting children in an Early Years setting * Experience of working as a Teaching Assistant in a school environment |
| Knowledge and understanding | * An understanding of special learning needs such as SEND, ASD, ADHD, Global Delay, Attachment, Physical and Speech & Language needs * Good knowledge of how to support learning, with practical ideas on how to achieve this * Understanding of responsibilities in relation to safeguarding and promoting the welfare of children and young people * Understand the pressure and requirement of each child’s need to be nurtured and developed through careful and sensitive support and intervention * Able to work with children in an individual, small group or whole class environment * Excellent interpersonal and communication skills, particularly in relating well to children and adults * Able to motivate and encourage to establish a supportive relationship with children, giving praise and positive recognition to help build self esteem * Able to work independently or as part of a team demonstrating initiative, tact and diplomacy * Able to work collaboratively and constructively as part of a highly motivated staff team | * Background knowledge of the EYFS and National Curriculum * Willing to learn from colleagues and act on advice * General understanding of learning programmes and strategies and how children learn * Able to meet children’s needs as required whilst encouraging independence / autonomy * Able to use own initiative to develop resources to support children |
| Skills | * Able to work in a way that promotes the safety and wellbeing of children * Excellent organisation and communication skills * Excellent consistent use of spoken and written standard English * Committed to good and productive working relationships with children, colleagues, parents, and the wider community * Flexible and responsive to changing demands with a positive attitude * Competent in the use of IT | * Prepared to undertake specific skills training to support meeting individual needs |
| Personal Qualities | * High standards of personal organisation * Resilient, passionate, and hard-working * Able to build trust and mutual respect between children, families, and staff * A cheerful disposition and good sense of humour * Energetic, warm, and caring * Able to follow direction and use initiative |  |