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|  | **Essential** | **Desirable** | **Measured by** |
| **Qualifications / Training** | * Educated to GCSE standard at Grade A\* - C for a minimum of 5 GCSEs including Mathematics and English or equivalent qualifications * NVQ Level 2 for Teaching Assistant or equivalent in a relevant subject to complement the role or relevant experience * Commitment to training/ health and safety legislation | * NQV Level 3/ HLTA Level 4 for Teaching Assistant (or recognised equivalent qualification) * First Aid qualification | A/Q  A/Q  A/I |
| **Experience** | * Collaborative working within a team | * Experience of working to support children’s leaning gained in a relevant environment | A/I |
| **Knowledge and Understanding** | * Full working knowledge of relevant policies/codes of practice * Committed to safeguarding and promoting the welfare of children and young people * Understanding of areas of learning, e.g. literacy, numeracy, science, SEN * Understanding of principles of child development and learning processes * Use of learning technologies * Knowledge of a range of classroom behaviour strategies | * Awareness of requirements of SEN and disability legislation * An understanding of curriculum matters | A/I  A/I  A/I  A/I  A/I |
| **Skills** | * High standard of interpersonal and oral/written communication skills * Well-developed interpersonal skills to be able to relate well to a wide range of people * Good communication skills | * Good ICT skills for learning and administrative requirements. | A/I  I  I |
| **Person Characteristics** | * Ability to make relationships easily with young people and adults * Ability to motivate students and engage them with their learning * Ability to defuse difficult situations * Ability to represent student needs to others * An enthusiastic approach to working with students * Ability to work flexibly and respond to developing needs * Reliability and integrity * Humour and resilience |  | I  I  I  I  I  A/I  A/I |

**Measured by Key:**

A: Application form I: Interview Q: Qualification check