|  |  |  |  |
| --- | --- | --- | --- |
| **Skill/Attribute** | **Essential** | **Desirable** | **Evidence** |
| **Qualifications** |  |  |  |
| Teaching Assistant Qualification |  | √ | Application Form/Documents |
| 5 GCSEs (or equivalent) inc English and Maths | √ |  | Application Form/Documents |
| **Knowledge** |  |  |  |
| How to relate effectively to young people | √ |  | Interview |
| How to relate effectively to colleagues | √ |  | Interview |
| Intervention Strategies |  | √ | Interview |
| KS3 and KS4 national curriculum | √ |  | Interview |
| KS2 national curriculum |  | √ | Interview |
| EHCPs, PSPs or PEPs |  | √ | Interview |
| SEND |  | √ | Interview |
| **Skills** |  |  |  |
| Exceptional Communicator | √ |  | Interview |
| Positive professional relationships, boundaries and expectations | √ |  | Interview/References |
| Flexible and adaptive | √ |  | Interview |
| Resourceful and reflective practitioner | √ |  | Interview/References |
| High expectations for outcomes | √ |  | Application Form/ Interview |
| Team work | √ |  | Application Form/ Interview |
| **Experience** |  |  |  |
| Working with young people | √ |  | Interview/ Application/References |
| Working with students with challenging behaviours/ needs |  | √ | Interview/ Application/References |
| Working as part of a team | √ |  | Interview/ Application/References |
| Working in a Teaching & Learning environment |  | √ | Interview/ Application |
| Working with students on a 1-2-1 basis supporting literacy or numeracy |  | √ | Interview / Application |
| Working with small groups to support literacy or numeracy |  | √ | Interview/ Application |
| **Other** |  |  |  |
| Resilience | √ |  | Interview |
| Ability to evidence and record progress of intervention |  |  | Interview/ Application/References |
| Advocate for students | √ |  | Interview/ Application/References |
| Calm, sensitive, compassionate, dedicated and persevering | √ |  | Interview/ Application/References |
| Ambition to develop one’s self and others | √ |  | Interview/Application/References |