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|  | **Essential requirements** | **Desirable requirements** | **Identification** |
| **Qualifications** | Good numeracy/literacy skillsMaths and English GCSE level A-C or equivalent | Completion of DfES Teacher Assistant Induction ProgrammeNVQ level 2 Teaching Assistant qualificationTraining in the relevant strategies e.g. literacyFirst aid trainingBasic Food Hygiene certificate | Application form, interview procedure, and viewing qualification certificate |
| **Experience** | Some understanding and awareness of SENDRecent experience working as a teaching assistant | Working with secondary school aged childrenExperience working with students with SENDDemonstrate experience of impacting on pupil and progress outcomes | Application form, interview procedure, references |
| **Knowledge and skills** | Understanding of relevant policiesExcellent oral and written communication | Some awareness of the National Curriculum, especially the national strategies for teaching English and Mathematics | Application form, interview procedure, references |
| **Qualities**  | Ability to work as part of a teamPositive and flexible Ability to support, encourage and build confidence and skills of children experiencing barriers to learningGood interpersonal, organisational and communication skillsAbility to deal sensitively with children and parentsAbility to maintain the ethos of the schoolAble to work under direction but use initiative as the situation demands | Good ICT skills | Application form, interview procedure, references |
| **Other requirements** | Clear Enhanced DBS check if appointedSuitable to work with childrenHave commitment to own personal and professional developmentCommitment to upholding and promoting the school’s ethos and values | Able to be flexible with working hours should the need arise or extra work on an *ad hoc* basis. | References, DBS check, identity checks, interview, medical fitness declaration |