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|  | **Essential** | **Desirable** | **Evidenced by** |
| **Qualifications** | Min A\* - C grade in GCSE English & Maths or equivalent Successful relevant experience of working with children within a learning environment. | Experience of working as a teaching assistant in a school environment Evidence of continuing or further professional development or other relevant national or professional qualifications | Application  |
| **Knowledge and experience**  | Ability /willingness to support learning across a variety of key stages and/ or EYFSExcellent literacy skillsRecognise that each child has specific needs that need to be nurtured and developed through careful and sensitive support and intervention and understand the pressure and requirement that this entails Ability to work 1 to 1 with a child on in an individual, small group or whole class environment, making accurate observations, communicating these with feedback to the teacher Excellent interpersonal and communication skills, particularly in relating well to children and adults Ability to motivate and encourage in order to establish a supportive relationship with the child, giving praise and positive recognition to help build self esteem Ability to work independently or as part of a team demonstrating initiative, tact and diplomacy Ability to work collaboratively and constructively as part of a highly motivated staff team understanding roles and responsibilities and your own position within these | Experience of teaching and supporting children with additional needs Knowledge and understanding of curriculum and assessmentAbility to meet the child’s needs as required whilst encouraging independence/ autonomy of the child Ability to use own initiative to develop resources in order to support small groups of childrenExperience of using Information Technology to support learning and/or communication | Application form & interview |
| **Personal** | Enjoy working with childrenBe enthusiastic, highly motivated and flexibleUnderstand the need for confidentiality High level of resilience Commitment to continuing professional development The ability to learn about and use a range of strategies to reduce barriers to learningAn understanding of and commitment to equality of opportunity in day-to-day working practicesHave ability to adapt to a variety of situations /Be able to work calmly with the ability to adapt quickly and effectively to changing circumstance/situationsAbility to self-evaluate learning needs and actively seek learning opportunitiesAbility to safeguard and promote the welfare of children Have a calm approach, and an empathic natureAbility to manage time effectivelyThe ability to seek advice and assistance to meet the child’s learning, and social and emotional needs | Desire and determination to be a lifelong learner and improve personal effectiveness | Interview and application |