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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 EYFS  Excellent literacy skills  Recognise 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 assessment  Ability 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 children  Experience of using Information Technology to support learning and/or communication | Application form & interview |
| **Personal** | Enjoy working with children  Be enthusiastic, highly motivated and flexible  Understand 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 learning  An understanding of and commitment to equality of opportunity in day-to-day working practices  Have ability to adapt to a variety of situations /Be able to work calmly with the ability to adapt quickly and effectively to changing circumstance/situations  Ability to self-evaluate learning needs and actively seek learning opportunities  Ability to safeguard and promote the welfare of children  Have a calm approach, and an empathic nature  Ability to manage time effectively  The 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 |