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|  | **Essential** | **Desirable** | **Assessment** |
| **Qualifications** | NVQ 3 or equivalent.  English and maths O level or equivalent | ELSA qualification | Application form |
| **Experience** | Experience of supporting children in class and delivering small group/individual support in years 5 & 6. |  | Application form and interview |
| **Knowledge** | An up to date knowledge of maths in Years 5 & 6 including concrete, pictorial, abstract approach and mental maths strategies.  A clear understanding of the importance of safeguarding and a commitment to ensuring that this is delivered to all children. | A good knowledge of the English and maths curriculum for years 5 & 6. | Application form and interview |
| **Skills** | The ability to engage children effectively.  The ability to be responsible for the learning of a group of children within the class and feed back to the teacher on each child’s progress.  Effective communication skills both orally and in a written format.  An ability to speak to parents appropriately.  To have high expectations of the children and yourself.  An ability to identify the next steps for the children’s learning.  Effective use of positive behavior strategies. |  | Application form and interview |
| **Personal attributes** | Have a good relationship with the children, parents and staff and work as part of the team.  Ability to be flexible.  Sense of humour.  Willingness to get involved in the wider life of the school.  A commitment to help all children achieve their full potential.  A good attendance record |  | Application form and interview |