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| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Measured by** |
| **Qualifications / Training** | * NVQ Level 2 for Teaching Assistant (or recognised equivalent qualification)
 | * NQV Level 3/ HLTA Level 4 for Teaching Assistant (or recognised equivalent qualification)
* First Aid qualification
 | AA |
| **Experience** | * Good numeracy/literacy skills
* Collaborative working within a team
 | * Experience of working to support children’s leaning gained in a relevant environment
 | A/I |
| **Knowledge and Understanding** | * Full working knowledge of relevant policies/codes of practice
* Understanding of areas of learning, e.g. literacy, numeracy, science, SEN
* Understanding of principles of child development and learning processes
* Use of learning technologies
* Knowledge of a range of classroom behavior strategies
 | * Awareness of requirements of SEN and disability legislation
* An understanding of curriculum matters
 | A/IA/IA/IA/IA/I |
| **Skills** | * High standard of interpersonal and oral/written communication skills
* Well-developed interpersonal skills to be able to relate well to a wide range of people
* Good communication skills
 | * Good ICT skills for learning and administrative requirements.
 | A/III |
|  | **Essential** | **Desirable** |  |
| **Person Characteristics** | * Ability to make relationships easily with young people and adults
* Ability to motivate students and engage them with their learning
* Ability to defuse difficult situations
* Ability to represent student needs to others
* An enthusiastic approach to working with students
* Ability to work flexibly and respond to developing needs
* Reliability and integrity
* Humour and resilience
 |  | IIIIIA/IA/IA/I |

**Measured by Key:**

AF - Application form/Letter

I - Interview

PE - Practical exercise