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| Essential Personal Attributes | Desirable Personal Attributes |
| Qualifications* NVQ Level 3 for Teaching Assistants or equivalent (e.g. BTEC National Diploma, Level 3 Supporting Teaching & Learning in Schools)
* Good literacy, numeracy, and ICT skills (GCSE Grade C/4+ or equivalent)
 | Qualifications* Evidence of further CPD related to supporting learning in KS1 / KS2
* Paediatric First Aid qualification
* Relevant training in specific interventions
* Relevant SEND training
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| Experience* Experience of working with primary-aged children, preferably within KS1 and KS2
* Experience working with children with Special Educational Needs
* Experience supporting groups and individuals to accelerate progress in English and Maths
* Experience managing behaviour in line with school policy
* Experience delivering learning activities and interventions under teacher guidance
 | Experience* Experience of leading whole class cover sessions
* Experience delivering evidence-based interventions
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| Knowledge and Skills* Good understanding of the KS1 and KS2 curriculum and age-related expectations
* Awareness of safeguarding responsibilities and procedures
* Understanding of positive behaviour management strategies
* Knowledge of effective strategies to support children with barriers to learning
* Confident in supporting whole class learning and stepping in for short-term teacher absence Understanding of and commitment to promoting safeguarding of pupils
* Able to promote good behaviour consistently.
* Able to deliver planned learning to groups or individuals effectively
* Effective use of IT to support learning
* Strong communication skills with adults and children
* Ability to reflect on practice and respond positively to feedback
* Able to work collaboratively within a team and show initiative
 | Knowledge and Skills* Awareness of current educational initiatives relevant to primary education
* Experience of leading small group interventions and tracking their impact
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| Skills and Attributes* Strong communication skills with adults and children
* Ability to reflect on practice and respond positively to feedback
* Able to work collaboratively within a team and show initiative
 | Skills and Attributes* Willingness to lead an extra-curricular club
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| Philosophy* Commitment to the provision of high-quality education and pastoral care for all pupils
* Evidence of understanding and commitment to equality of opportunity and respect for pupils’ individual differences
* Commitment to parental partnership in education and developing links between school, home and the community.
* Be aware of the key school policies and procedures, especially Health and Safety, Child Protection, Data Protection and School Development Plan
* Uphold, fully support and actively promote the Christian characteristics of the school and ensure these values permeate through the life of the school.
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| Personal Qualities* An enhanced DBS certificate and barred list check.
* A good attendance and punctuality record.
* Excellent verbal and written communication skills.
* Excellent time management and organisation.
* The ability to work as both part of a team and independently.
* Committed to contributing to the wider school and its community. .
* Able to develop effective relationships.
* Warm, nurturing, and patient approach
* High expectations for children’s learning and behaviour
* Flexible, reliable, proactive, and organised
* Committed to inclusion and equality of opportunity
 | Personal Qualities* Ability to relate well to other professionals.
* A flexible approach.
* A good sense of humour.
* Keen to develop professionally and take on new responsibilities
* Willingness to contribute to the wider school life
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