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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 |
| 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 |
| 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 |
| 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 |
| 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. |  |
| 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 |