| Essential | Desirable | Evidence |
| --- | --- | --- |
| Qualifications and experience:* Educated to at least GCSE grade C standard or equivalent in English and mathematics.
* Familiarisation with the content of DFE teaching assistant induction materials.
* NVQ 3 for teaching assistants or equivalent qualification and/or experience.
* Experience of working with children/young people in an environment to support learning.
 | Qualifications and experience:* Experience of working with external agencies and other professionals.
* First aid qualification or willingness to gain one.
 | Application formLetter of applicationReferencesInterviewsCertificate/s  |
| Knowledge and skills:* Ability to build and form good relationships with students, parents/carers and colleagues.
* Strong verbal and written communication skills appropriate to the need to communicate effectively with colleagues, students, parents/carers and other professionals.
* Ability to work constructively as part of a team, understanding school roles and responsibilities including own.
* Very good standard of numeracy and literacy skills.
* Ability to use a range of ICT packages and equipment effectively to support learning.
* Ability to absorb and understand a wide range of information.
* Ability to improve own practice/knowledge through self-evaluation and learning opportunities.
* Understanding of principles of child development, learning processes & barriers to learning.
* Working knowledge of national curriculum and other learning programmes/strategies.
* Working knowledge of relevant policies and procedures, and awareness of relevant legislation.
 | Knowledge and skills:* Working knowledge of behaviour management strategies.
 | Application formLetter of applicationReferencesInterviews |
| Personal qualities:* A diplomatic and patient approach.
* Able to appropriately deal with confidential information/situations.
* Ability to show initiative and to prioritise one’s own work.
* Commitment to the highest standards of child protection and safeguarding.
* Recognition of the importance of personal responsibility for health and safety.
* Commitment to the school’s ethos, aims and its whole community.
 |  | Application formLetter of applicationReferencesInterviews |