| 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 form  Letter of application  References  Interviews  Certificate/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 form  Letter of application  References  Interviews |
| 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 form  Letter of application  References  Interviews |