

	Essential/ Desirable (E/D)	Assessment A =Application I =Interview R = Reference C = Certificate
Qualifications and Training		
GCSE or equivalent, including a Grade 4 or above (previously Grade C) in English and Maths	E	A/C
Recognised HLTA qualification or equivalent (or working towards)	E	A/C
First-aid training, or willingness to complete it	D	A/C
Commitment to undertake further professional development/training relevant to the post/career progression	E	A/I
Experience, Skills and Knowledge		
Previous experience of working in a primary school or other educational setting	E	A/I
Experience of planning and delivering learning activities with pupils across the primary range	E	A/I
Willingness to work across Key Stages as required	E	A/I
Ability to build effective working relationships with pupils and adults	E	A/I
Skills and expertise in understanding the needs of all pupils	E	A/I
Knowledge of how to help adapt and deliver support to meet individual needs	E	A/I
Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils	E	A/I
High level of written and verbal communication skills	E	A/I
Active listening skills	E	A/I
The ability to remain calm in stressful situations	E	A/I
Effective approach to behaviour management	E	A/I
Knowledge of guidance and requirements around safeguarding children	E	A/C/I
Ability to use ICT effectively to support learning	D	A/I
Understanding of roles and responsibilities within the classroom and whole school context	E	A/I
Knowledge of how to successfully lead learning activities for a group or class of children	E	A/I
Knowledge of how statutory and non-statutory frameworks for the school curriculum relate to the age and ability ranges of the learners they support	E	A/I
Knowledge and experience of how to support learners in accessing the curriculum in accordance with the SEND code of practice	E	A/I
PERSONAL QUALITIES		
Sensitivity and understanding, to help build good relationships with pupils and staff	E	A/I/R
A commitment to getting the best outcomes for all pupils, and promoting the ethos and values of the school	E	A/I/R
Commitment to maintaining confidentiality at all times	E	A/I/R
Commitment to safeguarding pupil's wellbeing and equality	E	A/I/R

Resilient, positive, forward looking and enthusiastic about making a difference	E	A/I/R
Capacity to inspire, motivate and challenge children and young people	E	A/I/R
Supportive of the Christian ethos of the school and the trust	E	A/I/R