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| **Specification** | **Essential** | **Desirable** | **Assessment Method** |
| **Professional experience** | Experience of working in a primary school with children across key stages  Previous experience as a teaching assistant/cover supervisor working with whole class activities  Experience in curriculum planning, delivery, assessment and evaluation  Experience of assessing/tracking pupil progress | Previous experience of working as a HLTA  Experience of teaching interventions  Experience of dealing with a range of people and behaviours | Application form  Interview  References |
| **Qualifications** | 5 GCSEs Grade A-C (including English and Maths) or equivalent  NVQ Level 3 in a relevant subject  HLTA status | Willingness to attend appropriate training courses to fulfil the functions of the job  First Aid qualification | Application form  Interview  References |
| **Knowledge** | Knowledge of Inclusion issues  Knowledge of a range of classroom behaviour management strategies  Awareness of the importance of confidentiality | Awareness of Health & Safety issues  Knowledge of child protection/safeguarding issues and procedures | Application form  Interview  References |
| **Skills** | High standard of interpersonal and oral/written communication skills  Ability to work as part of a team  Ability to prioritise and work under pressure  Ability to use initiative and work with minimum supervision  Be able to organise and implement planning  Positive attitude to behaviour management  Positive attitude to the job/pride in work  Contribute effectively to teachers planning and preparation of lessons and know his/her role in lessons | Good ICT skills for learning and administrative purposes | Application form  Interview  References |
| **Personal Attributes** | A creative and imaginative approach to teaching  An enthusiastic approach to working with pupils  Good personal organisation  Reliability and integrity  Humour and resilience  Ability to work flexibly and respond to developing needs  Commitment to the learning of all pupils  Full Enhanced DBS Clearance |  | Application form  Interview  References |