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| **Specification** | **Essential** | **Desirable** | **Assessment Method** |
| **Professional experience** | Experience of working in a primary school with children across key stagesPrevious experience as a teaching assistant/cover supervisor working with whole class activitiesExperience in curriculum planning, delivery, assessment and evaluationExperience of assessing/tracking pupil progress | Previous experience of working as a HLTAExperience of teaching interventionsExperience of dealing with a range of people and behaviours | Application formInterviewReferences |
| **Qualifications** | 5 GCSEs Grade A-C (including English and Maths) or equivalentNVQ Level 3 in a relevant subjectHLTA status | Willingness to attend appropriate training courses to fulfil the functions of the jobFirst Aid qualification | Application formInterviewReferences |
| **Knowledge** | Knowledge of Inclusion issuesKnowledge of a range of classroom behaviour management strategiesAwareness of the importance of confidentiality | Awareness of Health & Safety issuesKnowledge of child protection/safeguarding issues and procedures | Application formInterviewReferences |
| **Skills** | High standard of interpersonal and oral/written communication skillsAbility to work as part of a teamAbility to prioritise and work under pressureAbility to use initiative and work with minimum supervisionBe able to organise and implement planningPositive attitude to behaviour managementPositive 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 formInterviewReferences |
| **Personal Attributes** | A creative and imaginative approach to teachingAn enthusiastic approach to working with pupilsGood personal organisationReliability and integrityHumour and resilienceAbility to work flexibly and respond to developing needs Commitment to the learning of all pupilsFull Enhanced DBS Clearance |  | Application formInterviewReferences |