

Person Specification	Essential / Desirable
<b>Qualifications and Training</b>	
GCSE or equivalent in English and Maths	E
NVQ2 or equivalent	E
Safeguarding training	E
First aid training	D
<b>Experience</b>	
Current, relevant experience working in the primary classroom	E
Experience of planning and preparation within the classroom environment	E
Proven success of supporting the learning in the classroom	E
Proven success of working with intervention groups and evidence of good progress made by learners	E
Experience of keeping records as required by the school- individual teacher's assessment records.	E
Experience of working across Key stages	D
Trained in RWI / Fresh Start	D
<b>Knowledge and Skills</b>	
A clear understanding of the vision for a Church of England School	E
To be involved in ongoing Professional Development	E
Ability to adapt work to meet individual needs and proven impact	E
Good behaviour management of groups of children	E
Able to assist with planning and preparation of activities	E
Proven evidence of impact following the delivery of school intervention or national initiatives	E
Planning and organisational skills	E
Basic ICT skills	E
Ability to work as part of a team	E
Ability to empathise with children	E
Ability to teach and deliver maths intervention programmes in line with school policy and adapt them to meet the needs of the children	E
Good understanding of skills progression in English, phonics and maths	E
Ability to teach and deliver phonics programmes in line with school policy and adapt them to meet needs of children	E
A good understanding of the Key Stage 1 and Key Stage 2 curriculum	E
Experience of working with children with Special Needs and proven impact on progress	E
<b>Personal Attributes</b>	
Communicate effectively to a range of audiences. Able to clarify and explain instructions clearly.	E
Commitment to an ethos of high standards, personal fulfilment and academic/ personal success	E
Good attendance	E
Excellent time management	E
A willingness to go above and beyond	D
A willingness to be flexible to meet the needs of the curriculum	D
Energy, stamina and determination	E
A sense of humour and ability to remain calm under pressure	E
Build and maintain effective relationships <ul style="list-style-type: none"> <li>Prioritise, plan and organise themselves and others</li> </ul>	E

<ul style="list-style-type: none"> <li>• Seek and take account of the views of others</li> <li>• Develop effective teamwork</li> <li>• Able to generate enthusiasm with pupils and Parents</li> </ul>	
Able to organise own teaching resources and activities	E
Able to plan time effectively and meet deadlines	E
Convey personal enthusiasm and commitment	E
Loyalty with respect for confidentiality	E
Contribute to wider school initiatives	E
Commitment to keeping up to date with local and national initiatives	E