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| **Category** | **Essential** | **Desirable** | **Evidence** |
| **Application** | * Well-structured Durham LA application form and supporting statement indicating suitability for the post. This should include practical examples of successes within a school context (No longer than two sides of A4 please) * Fully supported in reference |  | Application, Letter  References |
| **Qualifications** | * NVQ Level 3 in supporting Teaching and Learning or an equivalent qualification. * GCSE English and Maths grades A- C or equivalent. * Good literacy skills including spelling, grammar and punctuation. * Good numeracy skills. | * Paediatric First Aid Certificate or current First Aid certificate * Willingness to undertake further training. | Application, Letter, References |
| **Knowledge &**  **Experience** | * Experienced KS2 practitioner with evidence of working within KS1 & KS2. * Experience of working with intervention groups, particularly phonics/ spelling. * Experience of planning and evaluating learning activities and assessing/tracking pupil progress. * Experience of working with children with occasional challenging behaviour |  | Application, Letter, References |
| **Skills** | * Knowledge and compliance with policies and procedures relevant to child protection and health and safety. * An understanding of and commitment to safeguarding and the welfare of children. * Ability to work independently with individual children and groups of children. * Ability to use initiative and resolve problems as they arise. * A willingness to work tirelessly with parents to develop positive, supportive relationships. * Ability to communicate effectively with a wide range of professionals. * Good communication skills, both written and verbal. * Working knowledge of the New National Curriculum * Work as part of a strong team and contribute to weekly after school meetings. | * Good ICT skills for both organisation and teaching. * Have Child Protection Level 1 training. | Application, References, Interview |
| **Personal attributes** | * Caring and sensitive to the needs of children and their parents/carers. * Ability to develop positive working relationships with parents and carers. * Skilled and creative in the delivery of the curriculum. * Flexible * Ability to work as part of a team. * Positive and enthusiastic approach. * Willingness to be involved in all aspects of school life. * Able and willing to support the Christian ethos of the school. * A sense of humour | * Commitment to professional development. | Application, References, Interview |