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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, LetterReferences |
| **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 |