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| **CODE** |  |
| **A** | **Application**  |
| **I** | **Interview**  |
| **R** | **reference** |

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| *Faith Qualifications* | Essential | Desirable | Source |
| Meet Higher Level Teaching Assistant standards or equivalent qualification or experience eg Level 4 |  | \* | A  |
| Excellent numeracy/literacy skills – equivalent to NVQ Level 2 in English and Maths | \*  |  | A |

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| *Faith Knowledge and skills* | Essential | Desirable | Source |
| Full working knowledge of relevant policies/codes of practice/legislation | \* |  | A + I |
| Working knowledge of national curriculum and other relevant learning programmes | \* |  | A + I  |
| Understanding of principles of child development and learning processes and in particular, barriers to learning | \* |  | A + I |
| Ability to plan effective actions for pupils at risk of underachieving | \* |  |  I |
| Understand range of support services/providers |  | \* | A |
| Ability to self-evaluate learning needs and actively seek learning opportunities |  |  | A + I |
| Ability to relate well to children and adults | \* |  | A + I |
| Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these  | \* |  | A + I |

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| *Faith Personal skills and abilities* | Essential | Desirable | Source |
| Pleasant helpful manner | \* |  | I + R |
| Excellent Punctuality | \* |  | A + R |
| Experience of Team Teach |  | \* | A+ I |
| Confidence to deal with challenges | \* |  | A+I+R |
| An excellent team player with the ability to use initiative and work without supervision | \* |  | A+I+R |
| Enthusiasm  | \* |  | A+I+R |
| The ability to work with sensitive & confidential information in an appropriate manner | \* |  | R |

Letter/ supporting statements should address the criteria identified in the personal specification and job description.