



	Essential	Desirable
Qualification	Good general education.	GCSE Grade C in at least 3 subjects including Maths and English Further professional qualification, eg NVQ
Application	Well-constructed application showing personal philosophy.	Creative ideas to meet and extend beyond the requirements of the post.
Classroom Management	High expectations of achievement for all pupils. Demonstrate a consistent and calm manner. Evidence of working in collaboration with colleagues. Commitment to the school's inclusive practices and a determination to provide opportunities for all learners to achieve their potential.	Experience in supporting children in a school setting. To be aware and use a range of classroom strategies to motivate children to learn.
Curriculum	Evidence of clear understanding and ability to use ICT to enhance learning.	Demonstrate knowledge of the National Curriculum and Early Years Foundation Stage Curriculum. To use and understand published schemes of support.
Inclusive Practice	Commitment to meeting the individual needs of every child.	Evidence of working without outside agencies to provide specialist support for individual pupils. Evidence of knowledge of the Special Needs Code of Practice. An understanding and experience of SEND, Pupil premium and other groups within the classroom. Understanding of adaptive teaching strategies including scaffolding and challenge.
Assessment	Evidence of ability to identify individual children's needs and make provision for them.	An understanding of effective feedback.
Parents	Evidence of a professional and positive approach to working together with parents.	Be able to work with parents, Governors and other stakeholders to the advantage of children in the class and school as a whole.
Equal Opportunities	To promote equal opportunities in line with the school's and LA's policies	
Professional Development	To illustrate understanding of the National Standards for teaching assistants and their application. Capacity to self-evaluate and continuously develop own CPD.	Evidence of attendance at courses (first aid).
Personal Qualities	Ability to be organised, flexible, adaptable and enthusiastic. Evidence of working in a successful team. To demonstrate flexibility appropriate to circumstances. To communicate enthusiasm, energy and a "can do" attitude. Willing to work within a team, sharing knowledge and expertise. Evidence of the ability to prioritise work load.	Ability to offer other skills, experiences and after school clubs to contribute to the wider school community.



Stanford in the Vale CE Primary School

Person Specification



	Contribute to the wider areas of school life and Friends of Stanford School events.	
Safeguarding	To safeguard the health and safety of the children. Awareness of issues around confidentiality and safe-guarding and willingness to follow school safeguarding procedures	Evidence of recent safeguarding training.