**Abbreviations used**: Essential ‘E’; Desirable ‘D’; Application ‘A’; Interview ‘I’; Reference ‘R’

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|  | **Selection Criteria** | **Evidence Source** |
| **Qualifications. To have:** |
| Relevant further or higher education training and or qualifications in teaching and learning, nurture, tutoring or English as an Additional Language | D | A |
| A minimum of GCSE Grade C or equivalent in English and Mathematics | E | A |
| A minimum of NVQ 3 or equivalent relevant qualification in child development and/or working with parents/adults | E | A |
| Meet or working towards the professional standards for Higher Level Teaching Assistants | D | A |
| May have, or be working towards a relevant Foundation degree | D | A |
| **Skills. To be able to:** |
| Ability to plan, prepare and deliver learning to individuals, groups and/or classes modifying and adapting activities as necessary1 under the direction of a teacher | E | A,I |
| Work effectively with children, colleagues, parents/carers and agencies, regardless of background or characteristic | E | A, R, I |
| Successfully nurture positive, inclusive relationships and habits with children | E | A, I |
| Work creatively and analytically with children and staff to identify pupil strengths and targets for further development | E | A, R, I |
| Demonstrate empathy, communication, listening and interpersonal skills when supporting and nurturing children  | E | A |
| Promote and inspire children's feelings of self-worth and confidence in their learning | E | A, R, I |
| Have a positive, non-judgemental attitude to working with challenging pupils and families | E | A, I |
| Have good organisation and administrative skills  | E | A, I |
| Demonstrate good team-work qualities with successful impact | E | A, R |
| Maintain accurate, factual records in order to compose and deliver succinct, informative reports | E | A, I |
| Demonstrate the ability to work flexibly and with adaptability | E | R, I |
| Have a willingness to undertake relevant professional development | E | A, R, I |
| Have confidence and competence in using basic IT hardware, software and applications | D | A, R, I |
| Demonstrate well developed, accurate verbal & written communication skills | E | A |
| Demonstrate excellent time management  | E | A, I |
| **Knowledge. To have a working knowledge of:** |
| Issues relating to, and an understanding of how children or young people develop and learn | E | A, I, R |
| Relevant strategies or programmes for disengaged and underachieving children  | D | A, I |
| Successful and effective play experiences | D | A, I |
| Child Protection, Safeguarding, Data Protection and Confidentiality matters  | E | A, I |
| Successful child, or young person, engagement  | E | A, I |
| Keeping Children Safe in Education, 2021 | E | A, I |
| Equality and Diversity within a learning context | D | A, I |
| **Experience. To have been:** |
| Working in a school or work setting with evidenced, positive impact and references | D | A, I |
| Working effectively and collaboratively within a successful team | E | A, I |
| Excited, passionate and proud to work within your current organisation | E | A |