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|  | **Essentials** |  **Desirable but not essential** |
| **Qualifications** | * Good subject knowledge of English and Maths e.g. GCSEs
* Evidence of further professional development
* Minimum NVQ Level 3 in Childcare or equivalent
 | * Additional qualifications especially in supporting children with complex needs
* Makaton
* Phonics training
* First aid training
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| **Professional Qualities** | * Recent experience of working in a nursery or primary setting
* Ability and willingness to care for children’s wellbeing
* Commitment to children’s social, academic, emotional and physical development
* Ability and commitment to work creatively to ensure that children develop as happy, motivated and independent learners
* Excellent communication skills at all levels – children, staff and parents
* Commitment to own learning and a willingness to share own experience and knowledge with others
* Ability to learn from others, work independently but also as part of a team
 | * Recent safeguarding training
* Experience of working with and acting on advice from a professional (can be the class teacher) from a variety of different agencies to support individual children
* Experience of working with a range of different groups of children on educational programmes and other interventions
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| **Personal qualities** | * Flexibility, enthusiasm and a sense of humour
* Calm and patient yet firm
* Approachable
* Ability to adapt to change and think on your feet
* Willingness and ability to learn from others
* High expectations of themselves and others
* Understand the importance of confidentiality and act upon it
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| **Philosophy** | * Demonstrate a commitment to Equal Opportunities
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