



	Essential or Desirable	Method of Assessment
Qualifications		
Evidence of /and ongoing commitment to Continuing Professional Development.	Essential	CV/Interview
GCSE Maths & English Grades A* - C , or Key Skills Level 2 Application of Number & Communication Awards or Functional Skills Mathematics and English at Level 2; and experience working with relevant age children/young people.	Essential	CV/Pre-employment Checks
Teaching Assistant NVQ Level 2 or equivalent (e.g. Level 2 Certificate for Teaching Assistants, Children's Care, Learning and Development NVQ Level 2, etc); or a relevant higher level qualification.	Desirable	CV
First Aid Training.	Desirable	CV
Trained in Team Teach	Desirable	CV
Experience		
To be able to provide support to all pupils.	Essential	CV/Interview
To be able to attend to pupils' personal needs and provide advice to assist in their social, health & hygiene development.	Essential	CV/Interview
To be able to participate in comprehensive assessment of progress and attainment of pupils to inform future planning.	Essential	CV/Interview
To be able to assist the teacher with the planning, development and implementation of an exciting learning experience both inside and outside of the classroom.	Essential	CV/Interview
To be able to support provision for pupils with additional needs, demonstrating experience with SEN programmes such as Precision Teach, Numicon and Speech & Language Link.	Desirable	CV
To be able to support children with specific emotional and behavioural needs and demonstrate an understanding of the strategies required to deal with difficult situations (e.g. using Team Teach training).	Desirable	CV
To be able to establish productive working relationships with pupils, acting as a role model.	Essential	CV/Interview
To be able to provide information and advice to enable pupils to make choices about their own learning and behaviour.	Essential	CV/Interview
To work with groups of children on specific learning objectives, e.g. phonics.	Essential	CV/Interview

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To be able to provide feedback to pupils and record/evaluate progress towards specific skills.	Essential	CV/Interview
To support/plan for children when learning in an outdoor environment, including during playtimes.	Essential	CV/Interview
To assist on school trips taking responsibility for groups and supporting the organisation of the trip.	Essential	CV/Interview
Knowledge, Skills and Understanding		
Understanding of relevant policies/codes of practice and awareness of relevant legislation.	Essential	CV/Interview
Understanding of the National Curriculum and other relevant learning programmes.	Essential	CV/Interview
Understanding of principles of child development and learning processes in particular, how children learn and barriers to learning.	Essential	CV/Interview
Ability to plan effective actions for pupils at risk of underachieving.	Desirable	CV/Interview
Understanding of formal and informal assessment procedures and an ability to participate in the process.	Essential	CV/Interview
Understanding of programmes of work to help children who have Additional Educational Needs.	Essential	Interview
Ability to self-evaluate learning needs and actively seek learning opportunities.	Essential	Interview
Ability to relate well to children and adults.	Essential	Interview
Personal Qualities		
To be warm and approachable.	Essential	CV/Interview
To be enthusiastic, have energy and optimism.	Essential	CV/Interview
The ability to form effective and supportive working relationships with pupils, colleagues, parents and carers.	Essential	CV/Interview
Well developed interpersonal skills, an excellent communicator with all stakeholders.	Essential	Interview
Able to reflect critically on own practice with a commitment to professional development.	Essential	Interview
Calm and nurturing manner with children and colleagues.	Essential	Interview
Positive and active contributor to the life of the school.	Essential	Interview

	Essential or Desirable	Method of Assessment
Other Requirements		
Isle of Man Worker	Desirable	Application
Satisfactory Police Check	Essential	Pre employment checks

