

Skills and Attributes	Essential	Desirable	Training
Supporting learning in Key Stage 1	Experience supporting teaching and learning in a Key Stage 1 classroom. Ability to work under the direction of the class teacher to support pupil progress.	Experience across a range of year groups within Key Stage 1.	Level 1 Teaching Assistant qualification or equivalent. Ongoing CPD in KS1 curriculum.
Read Write Inc. Phonics	Knowledge of Read Write Inc. (RWI) phonics programme and ability to deliver phonics sessions with fidelity.	Previous experience of delivering RWI interventions independently.	Read Write Inc. Phonics training/certification or willingness to complete training.
Small Group Intervention	Ability to plan (where appropriate) and deliver targeted interventions to individuals and small groups, monitoring and recording progress.	Experience delivering literacy and numeracy intervention programmes.	Training in intervention strategies and assessment for learning.
Behaviour Management	Ability to implement the school's behaviour policy consistently, promoting positive behaviour and supporting pupils to regulate their behaviour.	Experience supporting pupils with additional behavioural needs.	Positive behaviour management training, Team Teach (or equivalent) where appropriate.
Developing the Classroom Environment	Contribute to creating an engaging, stimulating and inclusive learning environment through displays, resources and classroom organisation.	Experience designing classroom displays that support learning and celebrate achievement.	Health and Safety, classroom organisation and safeguarding updates.
Whole Class PPA Cover	Ability and confidence to supervise and deliver planned learning activities to a whole class during PPA cover for one afternoon each week, maintaining high expectations for behaviour and learning.	Previous experience leading whole-class sessions independently.	HLTA preparation (if appropriate), curriculum training and ongoing professional development.
Communication	Communicate effectively with pupils, staff and parents/carers, maintaining professionalism and confidentiality.	Experience contributing to meetings and pupil progress discussions.	Safeguarding, GDPR and effective communication training.

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Teamwork	Work collaboratively with teachers, support staff and the wider school community to promote positive outcomes for pupils.	Experience working as part of a multidisciplinary team.	Induction programme and regular staff CPD.
Safeguarding	Commitment to safeguarding and promoting the welfare of children. Knowledge of safeguarding responsibilities.	Experience supporting vulnerable pupils.	Mandatory safeguarding, Prevent Duty, Keeping Children Safe in Education (KCSIE) and first aid (desirable).
Personal Qualities	Positive, flexible, reliable, organised and enthusiastic. Demonstrates initiative while following guidance. Committed to inclusion and high expectations for all pupils.	Experience mentoring or supporting colleagues.	Ongoing professional development linked to school priorities.