**Harcourt Primary School**

**Teaching Assistant - Person Specification**

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| **Attributes** | **Requirement** | |
|  | **Essential** | **Desirable** |
| **Qualifications** | * At least NVQ level 3 and GCSE/ O-level grade C English and Maths * A recognised Teaching Assistant qualification or evidence that you are working toward this |  |
| **Knowledge, Experience, Skills and Abilities** | * Experience of working effectively in an Early Years or KS1 Classroom * Skills of empathy, listening, communication and responding with appropriate language to build rapport with children and parents/ carers from a variety of ages, abilities and backgrounds. * Aptitude to develop knowledge of the role within an education environment. * Flexible, adaptable and positive attitude to working in a structured environment * Communication skills to promote and develop effective working with children, colleagues and carers/agencies at an appropriate level to achieve understanding and constructive response. | * Experience of delivering Speech and Language interventions * Understanding of the role of the class teacher, the parent or carer and external agencies in developing and maintaining an effective learning environment. * Current first aid certificate. * The ability to contribute effectively to the workload, planning, supervision and responsibilities of a team. * Ability to work on own initiative, including recognition of the appropriate level at which to refer issues elsewhere for effective resolution. * Proven communication and interpersonal skills evidenced by dealing with a diverse range of contacts about potentially complicated and/or sensitive issues. * Experience of working effectively in a KS2 Classroom |
| **Work-related Personal Requirements** | * Commitment to safeguarding and promoting the welfare of children and young people. * Willingness to undergo appropriate checks, including enhanced DBS checks. * Motivation to work with children and young people * Ability to form and maintain appropriate relationships and personal boundaries with children and young people and colleagues * Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline * Have a willingness to demonstrate commitment to the values of our school * Ability to maintain confidentiality. * Ability to reflect * Ability to demonstrate patience with firmness. |  |