**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
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| **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
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| **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.
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