



**St Nicholas CE Primary Academy**  
**Teaching Assistant - Person Specification**

**Our Purpose**

St Nicholas CE Primary Academy exists to provide a rich and balanced educational environment which caters for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our pupils as well as to provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a 'can do' culture which nurtures confident and competent people.

**St Nicholas Ethos**

Our ethos is an expression of our character - it is a statement of who we are and therefore the lens through which we assess all we do. Our work is motivated and inspired by the life, message and example of Christ, which shapes and guides every aspect of our school. This is foundational to our belief that all people are created and loved by God as equal and unique beings, and to our commitment to model inclusion and compassion throughout all the aspects of the life and culture of our community.

Attributes	Requirement	
	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>At least NVQ level 3 and GCSE/ O-level grade C English and Maths</li> </ul>	
<b>Knowledge, Experience, Skills and Abilities</b>	<ul style="list-style-type: none"> <li>Some experience of working effectively in a learning / child care setting</li> <li>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.</li> <li>Aptitude to develop knowledge of the role within an education environment.</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of the role of the class teacher, the parent or carer and external agencies in developing and maintaining an effective learning environment.</li> <li>Current first aid certificate.</li> <li>The ability to contribute effectively to the workload, planning, supervision and responsibilities of a team.</li> </ul>

	<ul style="list-style-type: none"> <li>• Flexible, adaptable and positive attitude to working in a structured environment</li> <li>• Communication skills to promote and develop effective working with children, colleagues and carers/agencies at an appropriate level to achieve understanding and constructive response.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to work on own initiative, including recognition of the appropriate level at which to refer issues elsewhere for effective resolution.</li> <li>• Proven communication and interpersonal skills evidenced by dealing with a diverse range of contacts about potentially complicated and/or sensitive issues.</li> </ul>
<b>Work-related Personal Requirements</b>	<ul style="list-style-type: none"> <li>• Commitment to safeguarding and promoting the welfare of children and young people.</li> <li>• Willingness to undergo appropriate checks, including enhanced DBS checks.</li> <li>• Motivation to work with children and young people</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline</li> <li>• Have a willingness to demonstrate commitment to the values and behaviours which flow from the St Nicholas ethos.</li> <li>• Ability to maintain confidentiality.</li> <li>• Ability to reflect</li> <li>• Ability to demonstrate patience with firmness.</li> </ul>	