

PERSON SPECIFICATION Teaching Assistant Stanton Harcourt CE Primary School		
CRITERIA	Essential Requirement	Desirable Requirement
Education and Training	<ul style="list-style-type: none"> • Educated to at least GCSE grade 4 standard or equivalent in English and mathematics. 	<ul style="list-style-type: none"> • First Aid Certificate
Relevant Experience	<ul style="list-style-type: none"> • Recognising and responding to individual children's needs, routines, interests and development • Supporting and extending children's holistic development through a stimulating and challenging environment both inside and out • Forming appropriate relationships with children • Working within a team • Working with parents/carers • Observing and planning for individual children's development and learning • Appropriate record keeping and writing reports • Working to policies, procedures, and national standards 	<ul style="list-style-type: none"> • Working with children with additional language or with additional educational needs • Working with other professionals/ services • Responding to the needs of the local community • Supporting students/ trainees • Being a key worker/ key person for individual children and families
Knowledge Skills and Aptitudes	<ul style="list-style-type: none"> • Effective written, verbal and non-verbal communication skills with both adults and children • Ability to work as part of a team, and to promote team working amongst other staff • Ability to reflect on professional practice • Commitment to promoting the school's vision and values • Commitment equal opportunities and provision that responds to each individual child and family • Awareness of relevant issues, e.g. children's rights, child protection • Commitment to working with other professionals • Ability to solve problems and make decisions as and when the need arises • Ability to take the initiative and to be flexible 	<ul style="list-style-type: none"> • Ability to advocate for the needs of children, families and the local community • Ability to link theoretical knowledge and professional practice – articulating a theoretical basis for practice

Motivation and Expectation	<ul style="list-style-type: none"> ● Interest in professional development and willingness ● Contributing to meetings ● To attend training courses ● To take pride in your work and have high expectations of self and others ● To be in sympathy with and able to promote the ethos, values and vision of the school. 	
Method of Assessment	Application form, Interview and References.	