Mapperley Plains Primary and Nursery School
Teaching Assistant (Grade 4)

Person Specification	Essential	Desirable
Education and Knowledge		
Good literacy and numeracy skills equivalent to GCSE Grade C/4 or above (or equivalent qualification and experience)	✓	
A good understanding of how children learn and develop across the primary age range	✓	
Understanding of safeguarding responsibilities and child protection procedures	✓	
Knowledge of the National Curriculum and effective strategies to support learning	✓	
Knowledge of inclusive practice and strategies to support children with SEND and additional needs	✓	
Level 3 Teaching Assistant qualification or equivalent qualification and experience		✓
Relevant training in areas such as ELSA, nurture, trauma-informed practice or similar approaches		✓
Personal Skills and General Competencies		
Build positive, professional and nurturing relationships with children	✓	
Be confident supporting learning with individuals, small groups and whole classes	✓	
Be able to adapt support and teaching approaches to meet the needs of different learners	✓	
Support children's social, emotional and behavioural development effectively	✓	
Use positive behaviour management and de-escalation strategies	✓	
Work collaboratively with colleagues, parents and external professionals	✓	
Communicate clearly and professionally, both verbally and in writing	✓	
Be organised, reliable and able to manage competing priorities	✓	
Show initiative whilst working effectively as part of a team	✓	
Be committed to continual professional development	✓	
Experience		
Worked successfully in a primary school setting as a Teaching Assistant or similar role	✓	
Supported teaching and learning across a range of ages and abilities	✓	
Delivered interventions, small group work and targeted support programmes	✓	
Supported children's emotional wellbeing and helped remove barriers to learning	✓	
Supported children with SEND, SEMH or additional needs	✓	
Promoted positive behaviour and supported children's emotional regulation	✓	
Monitored children's progress and provided effective feedback to teachers	✓	
Led nurture, wellbeing or pastoral interventions for individual children or groups		✓
Supported attendance, behaviour or inclusion initiatives within a school setting		✓
Delivered whole-class learning sessions during teachers' PPA time or short-term absence cover		✓
Organised and led clubs, lunchtime activities or wider enrichment opportunities		✓
Supported outdoor learning, play-based provision or approaches such as OPAL		✓
Personal Qualities		
Demonstrates a commitment to improving outcomes and opportunities for all children	✓	
Shows resilience and maintains professionalism in a busy school environment	✓	
Builds positive, respectful and supportive relationships with children, families and colleagues	✓	
Works effectively as part of a team and contributes positively to the wider school community	✓	
Demonstrates flexibility and adaptability in response to changing priorities and children's needs	✓	
Upholds a strong safeguarding ethos and understands their responsibility for child welfare	✓	