



St Mary & St Thomas

Church of England Primary School

Executive Principal: Mrs. Kirsty Tennyson B.Ed (Hons)

Executive Headteacher: Mrs. Laura Rynn B.Ed (Hons)



TEACHING ASSISTANT PERSON SPECIFICATION (Essential and Desirable)

EDUCATION & TRAINING	
Qualification in Childcare (e.g., NNEB, NVQ) or equivalent qualification/experience in working with children.	E
Willingness to engage in relevant training and professional development as directed by the school management team.	E
EXPERIENCE	
Experience working with primary-aged children.	D
Experience supporting pupils with a range of Special Educational Needs (SEN).	D
Experience in safeguarding children.	E
Experience in delivering academic and therapeutic interventions.	D
Experience in providing first aid, administering medication, and supporting personal/intimate care, including physical intervention and behaviour management strategies.	D
CURRICULUM	
Knowledge of the National Curriculum.	D
KNOWLEDGE	
Understanding of safeguarding practises for children.	E
Awareness of the diverse developmental needs of children, both socially and academically.	E
Familiarity with behaviour management techniques that support positive behaviour in school, including during playtimes and lunchtimes.	E
Knowledge of the benefits of constructive play.	D
SKILLS	
Effective communication skills with children and parents.	E
Ability to collaborate effectively as part of a team.	E
Strong time management skills.	E
Ability to follow direction and guidance.	E
Excellent de-escalation skills for managing challenging situations	E
High standards of written and spoken English to support pupils' learning.	E
Strong organisational skills.	E
Proficiency in IT, including the use of the internet and email.	E
Ability to initiate age-appropriate games and activities.	D
Capacity to remain calm in crisis situations.	E
PERSONAL QUALITIES	
Ability to inspire and motivate young children.	E
Resilience in the face of setbacks and challenges.	E
Patience, understanding, nurturing attitude, and a sense of humour.	E
Adaptability and flexibility to meet the needs of children.	E
Respect for confidentiality and sensitive information.	E
Initiative and ability to work independently.	E
Composure under pressure.	E
Tolerance and understanding of diverse backgrounds.	E
Openness to professional development, receptiveness to advice from colleagues, and willingness to apply new strategies and techniques.	E

Believe, Achieve, Shine

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