



St Paul's C of E Primary School TA Person Specification

	Essential	Desirable
TA Qualification or equivalent such as NNEB or NVQ In Childcare, or be working towards these qualifications		D
Excellent classroom practitioner with experience of working with children with a range of SEN		D
Demonstrable commitment to own continued professional development	E	
Demonstrable experience of professional communication and interpersonal skills both written and verbal.	E	
Good ICT skills		D
Experience of supporting the class teacher with assessments		D
Demonstrate knowledge of how to enhance pupil's social and personal development	E	
Personal Attributes- must be able to demonstrate		
Excellent communication and facilitation skills with all stakeholders	E	
Ability to work flexibly to meet the needs of the school	E	
Ability to work with others to create a shared culture and positive climate	E	
High level of resilience and determination	E	
Commitment to and a genuine interest in the pastoral welfare of the school community	E	
Calm and organised approach to work under pressure and the ability to inspire this in others	E	
Adopt a reflective approach to work	E	
Competencies Professional Qualities: Respecting Others: must be able to demonstrate their ability to :		
React sensitively to other people and recognise different viewpoints, beliefs, values and opinions	E	

Treat the children we support and colleagues with respect, dignity, honesty and equality	E	
Adapt your working style and level of support to a child's needs	E	
Professional Qualities: Influential Communication The Candidate must be able to demonstrate their ability to:		
Ensure great interactions are achieved by using a variety of communication techniques including language, tone and non-verbal behaviour	E	
Listen actively and display enthusiasm in your communication	E	
Use and present information in a manner which is persuasive, logical and understandable to the receiver	E	
Professional Qualities: Facilitating Success and Improvement in Others The Candidate must be able to demonstrate their ability to:		
Use encouragement, praise and appropriate direction as necessary	E	
Support, motivate and inspire others to try new tasks or activities	E	
Seek assistance appropriately and receive feedback from others	E	
Professional Qualities: Results & Quality Focus: The Candidate must be able to demonstrate the ability to:		
Complete work to a high standard, focussing on the needs of the children and young people you support	E	
Take personal responsibility for the quality of your work and be willing to 'go the extra mile'	E	
Look for continual improvement in your performance and in the performance of others	E	
Work to agreed policies and procedures	E	
Professional Qualities: Team Work The Candidate must be able to demonstrate the ability to:		
Build close working relationships with the Teacher and other TAs	E	
Work cooperatively with colleagues and assist when they need support	E	
Value the different contributions that people can make within a team	E	
Work under pressure using initiative	E	
Recognise when to ask for help and to involve a senior colleague	E	