**Richard Bonington Primary and Nursery School**

**Appointment of Teaching Assistant**

**Person specification**

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| **Category Item** | **Essential** | **Desirable** |
| Experience  * Experience of working with and or caring for primary aged children in an educational setting * Ability to relate well to children and adults * General awareness of inclusion, especially within a school setting | X  X  x |  |
| 1. **Education and training**  * GCSE (or equivalent) Maths and English grade C or above * Training in relevant care and/or learning strategies * Willingness to undertake further training and qualifications | X  X  X |  |
| 1. **Personal Skills and Qualities**  * Proactive and positive team player, with abundance of initiative * Caring, friendly and approachable * Provide regular feedback to teachers on pupils’ achievements, needs and progress * Support the use of ICT in learning activities * Resilience, steadiness, staying power, sense of humour * Ability to motivate and inspire * Ability to foster effective relationships with pupils, staff and parents * Ability to understand the learning needs of individual pupils across the ability range – ie: SEN and Able and Talented * Able to maintain confidentiality at all times | X  X  X  X  X  X  X  X  x |  |
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| 1. **Administrative skills**  * To follow existing school policies, systems and practices * Ability to support and maintain appropriate and efficient classroom systems * Ability to appreciate the importance of management systems | X  X | x |
| 1. **RBPS Primary School Specific**  * Commitment to positive behaviour management to help foster children’s independent learning and enhance their self image. * Commitment to whole school working and supporting whole school initiatives for a consistent approach. * Willingness to contribute to the life of the school. * Commitment to high achievement and attainment to enable each child to fulfil their potential. * This school is committed to safeguarding and promoting the welfare of children and young children and expects all staff and volunteers to share this commitment. * Confidence to teach classes when required. | X  X  x  X  x | x |