**HAMP NURSERY & INFANT SCHOOL**

**Personal specification – Teaching Assistant**

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| **ESSENTIAL** | **DESIRABLE** |
| 1. **Qualifications**   GCSE grade C or above in English and Maths  NVQ Level 3 in childcare or equivalent  Willingness to undertake further professional development | Evidence of further professional development |
| 1. **Experience**   Have experience of working in a primary school or early years setting. | Experience of working one to one with children  Have experience of working with children with a range of abilities, including SEN |
| 1. **Knowledge and Understanding**   Knowledge and understanding of primary education and child development  Aware of safeguarding issues  Understanding of the importance of confidentiality | Is able to adapt activities to ensure appropriate differentiation |
| 1. **Key Skills and Competencies**   Manages behaviour effectively  Is able to work effectively in a team as well as on own initiative  Can build excellent relationships with the whole school community  Ability to liaise and communicate effectively with children, parents, school staff and other professionals  Ability to follow a set routine in order to meet the needs of an individual child | Has an understanding of school policies and why/how they are applied  Ability to respond positively to sensitive situations with parents and children |
| **5. Personal Qualities**  Is flexible and adaptable  Has high expectations of themselves  Remains calm and responds appropriately when faced with potentially stressful situations  Is caring and sensitive to the needs of children | Personal interest beyond the School  Sense of humour |