



*Growing, Learning and Achieving Together*

## **Willow Tree Primary School**

*Executive Headteacher: Miss M Slingsby  
Willow Tree Avenue, Leach Lane, St Helens, WA9 4LZ  
Tel: 01744 678730*

### **TEACHING ASSISTANT PERSON SPECIFICATION (Essential and Desirable)**

| <b>EDUCATION &amp; TRAINING</b>                                                                                                        |   |
|----------------------------------------------------------------------------------------------------------------------------------------|---|
| To have a qualification in Childcare (NNEB or NVQ) or equivalent qualification or experience of working with children.                 | E |
| Willingness to take part in appropriate training and personal and professional development as directed by the school management team   | E |
| <b>EXPERIENCE</b>                                                                                                                      |   |
| Experience of working with primary aged pupils                                                                                         | E |
| Experience of working with pupils with Special Educational Needs                                                                       | D |
| Experience of Safeguarding children                                                                                                    | E |
| Experience in delivering academic and therapeutic interventions                                                                        | D |
| Experience in delivering first aid, medication, personal/intimate care, physical intervention/behaviour management strategies          | D |
| <b>CURRICULUM</b>                                                                                                                      |   |
| Knowledge of the National Curriculum                                                                                                   | E |
| <b>KNOWLEDGE</b>                                                                                                                       |   |
| Knowledge of how to safeguard children                                                                                                 | E |
| An understanding of the varied needs of children as they develop socially, emotionally and academically.                               | E |
| A knowledge of behaviour management techniques that support school and classroom practices and behaviour during playtimes/ lunchtimes. | E |
| <b>SKILLS</b>                                                                                                                          |   |
| Able to communicate effectively with children and parents                                                                              | E |
| Ability to work as part of a team                                                                                                      | E |
| Ability to manage time effectively                                                                                                     | E |
| Ability to take direction                                                                                                              | E |
| Excellent de-escalation Skills                                                                                                         | E |
| High standards of written and spoken English that supports pupils' learning                                                            | E |
| Organisational skills                                                                                                                  | E |
| Ability to use IT, including the internet and email                                                                                    | E |
| Initiate games and activities appropriate to the age of the children                                                                   | D |
| Remain calm in a crisis                                                                                                                | E |
| Recognise behaviour giving cause for concern, and inform teaching staff                                                                | E |
| <b>PERSONAL QUALITIES</b>                                                                                                              |   |
| An ability to inspire and motivate young children                                                                                      | E |
| Patience, understanding, caring, sense of humour                                                                                       | E |
| Adaptable and flexible to the needs of the children                                                                                    | E |
| Respect confidential information                                                                                                       | E |
| Ability to work on own initiative                                                                                                      | E |
| Calm under pressure                                                                                                                    | E |
| Tolerant                                                                                                                               | E |