



## PERSON SPECIFICATION

**JOB TITLE** Nurture Teaching Assistant

**GRADE** SCP 12 - 17

Essential	Desirable
<b>Knowledge and Qualifications</b>	
<p>NVQ Level 3 or equivalent in relevant education/childcare qualification.</p> <p>Literacy and Numeracy skills to adult Learning Level 2 Standard.</p> <p>Good understanding of the principles of child development, the learning process and the range of developmental needs of pupils.</p> <p>Knowledge and ability to follow appropriate policies, standards and procedures.</p>	<p>Knowledge and understanding of the current primary curriculum framework.</p> <p>Willingness to participate in development and training opportunities.</p> <p>Understanding of the need to use and keep clear records of intervention and progress.</p> <p>Evidence of further development e.g. First Aid, IT qualifications.</p>
<b>Experience</b>	
<p>Successful collaborative and/or multi – agency working.</p> <p>Working and delivering successfully in a challenging and complex environment.</p>	<p>Direct work with external agencies and partners.</p>
<b>Skills and competencies</b>	
<p>Understanding of codes of practice and recent relevant education.</p> <p>Can work as a member of a team in a solution focussed manner understanding the boundaries of their role and associated responsibilities.</p> <p>Ability to interpret and identify key issues affecting the functioning of children developing short to medium term solutions which will have a considerable direct impact on their wellbeing.</p> <p>Ability to use and act upon initiative and to work independently within recognised procedures.</p> <p>Ability to develop a positive, calm non-judgemental rapport with pupils and parents.</p> <p>Skills to engage “difficult to reach” parents – guidance, persuasion, negotiation.</p>	<p>Can actively self - evaluate learning needs and seek out learning opportunities.</p>

<p>Ability to contribute to and work as a positive team player.</p> <p>Ability to plan and deliver effective strategies and programmes to help pupil and parent learning.</p> <p>Ability to communicate sensitive information clearly and effectively with pupils, parents and staff. Developed advisory skills will be required to encourage families to adopt a particular course of action identified for them.</p> <p>Ability to use well organised and orderly approaches/systems.</p> <p>Ability to support, advise, guide other staff and volunteers as appropriate and required.</p>	
<b>Physical, mental and emotional demands</b>	
<p>Some on-going effort necessary to work with young children will be required.</p> <p>Some periods of work –related pressures from deadlines, interruptions or conflict.</p> <p>The job involves contacts with, or work for, people, which through their circumstances or behaviour occasionally place significant emotional demands on the jobholder.</p>	