



## Person Specification

<b>JOB TITLE:</b>	<b>Teaching Assistant</b>
<b>DATE:</b>	<b>June 2025</b>
<b>STATUS:</b>	<b>Final</b>

Criteria	Essential/ Desirable	Application	Tasks	Interview	Vetting Checks
<b>Knowledge and qualifications</b>					
1. GCSE grade 9-4 or A-C in English and Maths or equivalent competency.	E	✓			✓
2. Relevant qualification to the post, e.g. working at or towards the national occupational standards in supporting teaching and learning as reflected in the NVQ2 and Level 2 Certificate in Supporting Teaching and Learning on the Qualification and Credit Framework (QCF) or equivalent experience.	E	✓			✓
3. Knowledge of SEND Code of Practice.	D	✓		✓	
4. Evidence of continued and relevant professional development	E	✓			
<b>Experience</b>					
5. Experience of supporting children in a learning environment.	D	✓		✓	
6. Experience of classroom/small group organisation.	E	✓		✓	
7. Experience/knowledge of working with children with social and emotional needs.	D	✓		✓	
8. Evidence of working with pupils who may demonstrate challenging behaviour.	D	✓		✓	
<b>Skills and competencies</b>					
9. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young	E	✓		✓	

people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.					
10. Experience of using ICT to support pupils in the classroom	D	✓		✓	
11. Able to use language and other communication skills that children can understand relate to.	E	✓		✓	
12. Able to empathise with the needs of children and in particular able to establish positive relationships with pupils.	E	✓		✓	
13. Able to consistently and effectively implement agreed behaviour management strategies.	E	✓		✓	
14. Able to provide levels of individual attention, reassurance and help with learning tasks as appropriate to pupils' needs.	E	✓		✓	
15. Able to work within and apply all relevant school policies and schemes of work.	E	✓		✓	
16. Able to supervise groups of pupils.	E	✓		✓	
17. Able to carry out and report on systematic observations of pupils' knowledge, understanding and skills.	E	✓		✓	
18. Able to work effectively as part of a team.	E	✓		✓	
19. High expectations of children's achievements and behaviour	E	✓		✓	
<b>Other</b>					
20. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role.	E	✓		✓	✓
21. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role.	E				✓
22. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible.	E	✓	✓	✓	