



Person Specification

JOB TITLE:	Teaching Assistant
DATE:	October 2025
STATUS:	Final

Criteria	Essential/ Desirable	Application	Tasks	Interview	Vetting Checks
Knowledge and qualifications					
1. Level 3 Early Years qualification approved as full and relevant by the Department for Education (DfE).	E	✓		✓	✓
2. NVQ level 2 in English and Maths or equivalent experience in relevant discipline/job role.	E	✓		✓	✓
3. Working knowledge of national/foundation curriculum and other relevant learning programmes/strategies.	E	✓		✓	
4. Working knowledge of relevant policies, codes of practice and legislation.	E	✓		✓	
5. Understanding of the principles of child development and learning processes.	E	✓		✓	
Experience					
6. Experience of working in a school environment of Early Years setting.	E	✓		✓	
7. Experience of working with children with special educational needs.	D	✓		✓	
Skills and competencies					
8. Ability to effectively use ICT to support learning in the classroom.	E	✓		✓	

9. Able to work well with a team of other staff, communicating accurately both verbally and written.	E	✓		✓	
10. Ability to develop good relationships with children and to work with them to promote high standards of behaviour and co-operation.	E	✓		✓	
11. Able to self-evaluate learning needs and actively seek learning opportunities.	E	✓		✓	
12. Able to work with minimal supervision and use own initiative.	E	✓		✓	
Other					
13. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role.	E	✓			✓
14. 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 people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.	E	✓		✓	
15. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role.	E				✓
16. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible.	E	✓	✓	✓	