

**Person specification**

**Teaching Assistant**

**September 2026**

Attributes	Essential	Desirable	How identified
<p><b>Qualifications, Knowledge and Experience:</b></p>	<p>Knowledge and experience of effective safeguarding practice including KCSIE</p> <p>Excellent Maths and English skills</p> <p>Experience of working with school aged children school</p> <p>A commitment to raise standards of achievement for all pupils</p>	<p>TA Qualification</p> <p>Knowledge of early reading and phonics</p> <p>First Aid Certificate</p> <p>Experience of working with Early Years aged pupils</p> <p>Training and development related to Autism, Speech and Language Development and Down's Syndrome or any other SEND specialism</p> <p>An understanding of classroom roles and responsibilities including preparing the learning environment</p> <p>Attendance at INSET or training courses</p>	<p>Application/Interview</p>
<p><b>Planning and Organising:</b></p>	<p>Assisting the class teacher in preparing the working environment</p>	<p>Ability to maintain written records as necessary</p>	<p>Application/Interview</p>

Attributes	Essential	Desirable	How identified
	<p>Ability to follow lesson plans and to deliver these effectively to individuals or groups of children</p>	<p>Experience of delivering interventions in both English and Mathematics to individual children and groups Ability to adapt activities to meet the needs of SEND pupils.</p>	
<p><b>Management and Teamwork:</b></p>	<p>Experience of working effectively within a team</p> <p>Confident in supporting the teaching of the curriculum with an individual/group of children in Early Years.</p>	<p>Willingness to contribute to the full life of the school including community events</p>	<p>Application/Interview</p>
<p><b>Communicating and Influencing:</b></p>	<p>Ability to communicate effectively with pupils, parents and school staff</p> <p>Ability to build effective relationships with children, parents, colleagues and outside agencies</p>	<p>Experience of working with outside agencies</p>	<p>Application/Interview</p>
<p><b>Other Skills and Behaviours:</b></p>	<p>Work flexibly and respond to challenges as they arise</p> <p>Ability to take direction and use own initiative when required</p>	<p>Awareness of current developments in education</p> <p>Keen interest and knowledge of a curriculum subject area</p>	<p>Application/Interview</p>

Attributes	Essential	Desirable	How identified
	<p>Willingness to develop professionally</p> <p>Have a positive approach to behaviour management</p> <p>Understanding of school policies including safeguarding</p>	<p>Additional areas of expertise you could bring to the role</p> <p>Commitment to school's offer including Chaperone service and extracurricular or tutoring.</p>	