



Eldene Nursery & Primary School

Person Specification: Teaching Assistant

Essential Criteria

Qualifications & Experience

- Experience of working with children in an educational, childcare or community setting.
- Experience of supporting children with Social, Emotional and Mental Health (SEMH) needs and a range of additional learning needs. The successful candidate will be able to adapt their approach to meet individual needs, promote positive behaviour, and support pupils to achieve their full potential within an inclusive learning environment.
- Experience of working effectively as part of a team.

Knowledge & Understanding

- Understanding of child development and learning.
- Understanding of safeguarding and child protection responsibilities.
- Knowledge of inclusive practice and supporting pupils with additional needs.
- Understanding of the importance of promoting children's wellbeing, independence and self-esteem.
- Awareness of the need for confidentiality and professionalism.

Skills & Abilities

- Ability to build positive relationships with children, staff and parents.
- Ability to support pupils both individually and within groups.
- Good communication and interpersonal skills.
- Ability to use initiative whilst working under the direction of a teacher.
- Ability to adapt to changing priorities and the varying needs of children.
- Ability to maintain accurate records where required.
- Confident use of basic IT systems.

Personal Qualities

- Caring, patient and nurturing approach.
- Positive attitude and commitment to helping children succeed.
- Flexible and adaptable.
- Reliable and punctual.
- Commitment to the school's values and ethos.
- Willingness to work across Early Years, Key Stage 1 and Key Stage 2 as required.
- Willingness to undertake training and professional development.
- Comfortable providing intimate and personal care support where required.
- Commitment to promoting equality, diversity and inclusion.

Desirable Criteria

Qualifications & Experience

- GCSE English and Mathematics Grade 4/C or above (or equivalent).
- Teaching Assistant qualification (Level 2, Level 3 or equivalent).
- Knowledge of autism, speech and language difficulties, social communication needs and SEMH needs.

- Experience working in a primary school setting.
- Experience supporting children with SEND.
- Experience supporting pupils with complex needs.
- Experience delivering interventions to individuals or small groups.
- Experience of supporting pupils with Education, Health and Care Plans (EHCPs).

Knowledge & Understanding

- Understanding of SEND legislation and inclusive educational practice.
- Knowledge of phonics programmes and early reading strategies.
- Knowledge of autism, speech and language difficulties, social communication needs or SEMH needs.
- Understanding of behaviour support strategies.

Skills & Abilities

- Ability to support pupils with complex SEND needs.
- Ability to adapt learning resources to meet individual needs.
- Experience of working alongside external professionals and families.
- Ability to contribute to assessment, monitoring and record keeping.
- Confidence in supporting pupils with personal care, mobility or medical needs.