

Person Specification	Essential	Desirable
Education and Knowledge		
Good literacy and numeracy skills equivalent to GCSE Grade 4/C or above, or equivalent qualification and experience	✓	
A good understanding of how children learn and develop across the primary age range	✓	
An understanding of safeguarding responsibilities and child protection procedures	✓	
Knowledge of inclusive practice and strategies for supporting children with SEND or additional needs	✓	
Knowledge of the primary National Curriculum and effective strategies for supporting learning	✓	
Level 3 Teaching Assistant qualification or equivalent qualification and experience		✓
Personal Skills and General Competencies		
Builds positive and nurturing relationships while maintaining high expectations for every child	✓	
Adapts learning activities and support to meet different needs and starting points	✓	
Confidently delivers planned learning activities and targeted interventions for individuals and groups	✓	
Can lead planned learning activities for groups or classes when required	✓	
Promotes positive behaviour, independence and emotional wellbeing through a calm and consistent approach	✓	
Communicates clearly and works effectively with teachers, families and other professionals	✓	
Is organised, reliable and able to use initiative while working as part of a team	✓	
Experience		
Relevant experience of supporting primary-aged children in a school or similar setting	✓	
Experience of supporting children across a range of needs, abilities and starting points	✓	
Experience of delivering planned learning activities, interventions or small-group support	✓	
Experience of supporting children with SEND or additional needs	✓	
Experience of promoting positive behaviour, confidence and emotional regulation	✓	
Experience of delivering whole-class learning during teachers' PPA time or short-term absence cover		✓
Personal Qualities		
Demonstrates a clear commitment to improving outcomes and opportunities for every child	✓	
Is calm, resilient and professional in a busy school environment	✓	
Works positively and collaboratively as part of the wider school team	✓	
Is flexible and adaptable in response to changing priorities and children's needs	✓	
Is reflective and committed to ongoing professional development	✓	
Demonstrates a strong commitment to safeguarding and understands their responsibility for children's welfare	✓	
Shares the school's values: Be kind. Be curious. Be your best.	✓	