



Person Specification – Teaching Assistant

Holy Trinity C of E (C) Primary School

Qualifications and Training

Criteria	Essential	Desirable
GCSEs (or equivalent) in English and maths	✓	
Level 2 or Level 3 Teaching Assistant qualification	✓	✓
Evidence of recent CPD relevant to teaching and learning	✓	
First Aid or Paediatric First Aid training		✓
Safeguarding and child protection training	✓	

Experience

Criteria	Essential	Desirable
Experience working with children in an educational setting	✓	
Experience supporting pupils with SEND or additional needs	✓	
Experience delivering interventions or group support		✓
Experience supporting early reading, phonics, or language		✓
Experience working in EYFS, KS1, or KS2		✓

Knowledge and Understanding

Criteria	Essential	Desirable
Understanding of safeguarding and child protection	✓	
Knowledge of how children learn and develop	✓	
Awareness of SEND needs and inclusive practice	✓	
Understanding the TA role in raising standards	✓	
Knowledge of positive behaviour strategies	✓	
Basic understanding of the curriculum and phonics	✓	✓

Skills and Abilities

Criteria	Essential	Desirable
Ability to build positive relationships with children	✓	
Ability to support learning under teacher direction	✓	
Effective communication skills	✓	
Ability to work as part of a team	✓	
Ability to adapt tasks for different needs	✓	
Strong organisational skills	✓	
Basic IT skills	✓	
Confidence working with individuals/groups/whole class	✓	

Personal Qualities

Criteria	Essential	Desirable
Kind, nurturing, child-centred approach	✓	
Calm, patient, positive attitude	✓	
Reflective and open to feedback	✓	
Reliable, punctual, professional	✓	
High expectations for all children	✓	
Commitment to safeguarding	✓	
Alignment with Christian values (admired but not required)	✓	

Additional Suitability

Criteria	Essential	Desirable
Commitment to professional development	✓	
Willingness to support wider school life	✓	
Flexibility and adaptability	✓	
Enthusiasm and desire to help children succeed	✓	