



Sowe Valley Primary School

Person Specification: Teaching Assistant (Grade 3)

Qualifications and Training

Criteria	Essential	Desirable
General education	Good standard of education including GCSE (or equivalent) in English and Maths	
Qualification	Level 2 Teaching Assistant qualification (or willingness to work towards)	Level 3 Teaching Assistant qualification or equivalent
Training	Willingness to undertake relevant training and professional development	First Aid qualification / relevant safeguarding training

Experience

Criteria	Essential	Desirable
Working with children	Experience working with children in a school or similar setting	Experience within a primary school setting
Supporting learning	Experience supporting children's learning and development	Experience supporting literacy and numeracy interventions
SEND	Experience supporting children with a range of abilities	Experience supporting pupils with SEND / EHCPs

Knowledge and Understanding

Criteria	Essential	Desirable
Curriculum awareness	Basic understanding of the primary curriculum	Knowledge of national strategies (e.g. phonics, early reading, maths mastery)
Learning needs	Understanding of how children learn and the need to adapt support accordingly	Understanding of supporting pupils with additional needs (e.g. ASD, SEMH, speech and language)
Safeguarding	Awareness of safeguarding principles and child protection responsibilities	Knowledge of school safeguarding procedures and statutory guidance
Behaviour	Understanding of positive behaviour strategies	Experience using behaviour support or pastoral approaches

Skills and Abilities

Criteria	Essential	Desirable
Communication	Clear verbal and written communication skills with children and adults	Ability to contribute to meetings and discussions about pupil progress
Relationships	Ability to build positive and professional relationships with pupils, staff and parents	Experience working collaboratively with external professionals
Classroom support	Ability to support individuals and small groups effectively	Ability to adapt resources and scaffold learning independently
Organisation	Good organisational skills and ability to follow instructions accurately	Ability to prioritise tasks and work with initiative
ICT	Basic ICT skills to support learning	Experience using ICT programmes to support teaching and learning
Teamwork	Ability to work effectively as part of a team	Ability to support and guide less experienced staff or volunteers

Personal Qualities

Criteria	Essential	Desirable
Attitude	Positive, flexible and proactive approach to work	Demonstrates initiative and innovation
Commitment	Commitment to inclusion and high expectations for all pupils	Commitment to ongoing professional development
Relationships with children	Patient, caring and able to build trust with pupils	Experience supporting vulnerable pupils
Professionalism	Reliable, punctual and maintains confidentiality	
Resilience	Able to remain calm under pressure and respond effectively to challenges	
School ethos	Commitment to the values and ethos of the school, including “Belong, Believe, Become”	

Safeguarding Commitment

The postholder must demonstrate:

- A commitment to safeguarding and promoting the welfare of children
- The ability to maintain appropriate professional boundaries
- An understanding of confidentiality and safeguarding responsibilities