



Person Specification Teaching Assistant – Level 2

Location:	Welcombe Hills School
Salary Grade/Scale:	NJC Grade G, SCP 11-14
Special Conditions:	None
Line Manager:	Head Teacher
Revised Date:	September 2025

Qualifications and training	Essential	Desirable
GCSE (Grade 4/C) or equivalent level, including English & Maths	✓	
Have/be working towards a NVQ Level 3 qualification or equivalent or have relevant experience and skills	✓	
First Aid training		✓

Knowledge, Skills & Experience	Essential	Desirable
Experience of working in a school or other educational setting		✓
Experience of working in a range of settings (SEN & mainstream)		✓
Understanding of the Teaching Assistant role	✓	
Good literacy and numeracy skills	✓	
Good IT skills	✓	
Ability to demonstrate active listening skills	✓	
Have a knowledge of Special Educational Needs as defined in the SEN Code of Practice	✓	
Ability to communicate clearly and effectively so that pupils understand and can relate to	✓	
Ability to build effective working relationships with children and adults.	✓	
Be able to supervise others	✓	
Be able to take responsibility for planning own work and work of other Teaching Assistant staff.	✓	
Effective team work	✓	
Transfer theory/training into practise and demonstrate problem solving skills	✓	
Have a good level of knowledge and understanding of more than one area of learning	✓	
To deliver learning activities to groups of pupils and be able to adapt teaching styles to suit the needs of a group of pupils.	✓	
Ability to understand and work within all school/Trust policies	✓	

Personal / Other qualities	Essential	Desirable
Ability to communicate effectively with staff, students, parents and agencies	✓	
Be sensitive to the needs of children and young people	✓	
Show resilience, patience and be open-minded	✓	
Be flexible and show initiative	✓	
Be committed to your own professional development and undertake appropriate training.	✓	

Ability to maintain confidentiality and be trustworthy	✓	
Commitment to promoting and safeguarding the welfare of children and young people	✓	
Capacity to inspire, challenge and motivate pupils	✓	
Show initiative and be pro-active in offering ideas	✓	