



Person Specification

TLSA Band B

This school has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment.

Post Title	Teaching and Learning Support Assistant	Post No	
School	Our Lady of Compassion		
Salary Band/Range	Band B		
Responsible to:	Class Teacher / SENCo		

	Essential Criteria	Desirable Criteria	Measured By
Education & Qualifications	NVQ Level 2 for Teaching Assistants or equivalent Good numeracy and literacy (e.g. GCSE Grade C in English and maths or equivalent)	Training in the relevant learning strategies, e.g. literacy First aid training Evidence of related training or interests	Application

Skills & Abilities	Effective use of ICT to support learning	Ability to use other equipment technology, e.g. video, photocopier, programmes/strategies	Application
	Ability to relate well with children and adults	Ability to self-evaluate learning needs and actively seek learning opportunities	Application / Interview

	Ability to work as part of a team, understanding classroom roles and responsibilities and own position within these roles		Application
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Experience & Knowledge	Working with or caring for children in a classroom or educational setting Experience of working with children having a range of special needs	Basic knowledge of first aid	Application
	Experience of assisting children to use resources for learning.	Understanding of relevant policies/codes of practice and awareness of relevant legislation	Application
	General understanding of national curriculum and other basic learning		Application / Interview
	Basic understanding of child development and learning.		Application / Interview

Core Qualities	Personal Effectiveness: makes things happen; operates with resilience, flexibility and integrity.		Application / Interview
	Communication: shares and listens to information, opinions and ideas, using a range of effective approaches.		Application / Interview
	Self Awareness: learns continuously and effectively adapts behaviour in response to feedback.		Application / Interview
	Service Delivery: Be in sympathy with and support the Catholic ethos of the school		Application / Interview

Other Requirements	Commitment to promoting equality and diversity across the service		Application / Interview
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Compiled/Reviewed by	Headteacher		
Date	May 2025		