

Teaching Assistant - Person Specification

Education and Training	Essential	Desirable
Right to work in the UK	✓	
NVQ Level 2 or equivalent	✓	
NVQ Level 3 or equivalent		✓
Relevant, up to date and recent continuing professional development	✓	
Experience		
Relevant and successful experience across the Primary age range	✓	
Experience of working with children with SEND, particularly Social, Emotional or Mental Health (SEMH) needs or those who have experienced trauma and Adverse Childhood Experiences (ACE's)		✓
Experience of working effectively in a range of school settings / phases.		✓
Experience of supporting the delivery of a curriculum to support reluctant learners.		✓
Experience of working using trauma informed principles and approaches		✓
Experience of supporting the teaching of early reading, writing and maths.	✓	
Knowledge, Aptitudes and Abilities		
Understanding the educational needs of children with a wide range of abilities.	✓	
Ability to contribute to the planning and development of educational activities.		✓
Ability and willingness to overcome barriers to learning for pupils.	✓	
Ability to work collaboratively with others.	✓	
Knowledge of attachment, relational practice and trauma informed approaches.		✓

The ability to support teaching and lead interventions to a dedicated cohort of children.	✓	
Excellent strategies for discipline.	✓	
Ability to promote positive behaviour for learning and ensure that effective strategies for student behaviour, guidance, support and welfare are in place.	✓	
Good organisational and interpersonal skills.	✓	
Excellent literacy skills.	✓	
Ability to work flexibly and adapt to the changing needs of the academy.	✓	
A strong commitment to raising standards of attainment with a knowledge of appropriate strategies.	✓	
Flexible in approach and willing to learn and develop new skills.	✓	
Ability to lead by example and be an exemplary, professional role model for all staff.	✓	
A commitment to equal opportunities throughout the academy.	✓	
Willingness to acquire First Aid Qualification		✓
Beliefs, Attitudes and Personal Qualities		
An unwavering commitment to upholding the highest standards of professionalism, and the dedication, resilience and adaptivity to navigate the challenges of the role.	✓	
The ability to remain calm and methodical under pressure, prioritising effectively and consistently making informed decisions.	✓	
Commitment to championing our principles of trauma awareness and relational learning; building strong, trusting relationships with our children to create a safe learning environment.	✓	
A strong desire to ensure all children are able to develop their skills and confidence to the very best of their abilities.	✓	

The physical and emotional resilience to support children with complex needs, taking a non-judgemental, curious approach.	✓	
Commitment to following pedagogical research and the use of evidence-based research to raise educational standards.		✓
Hold and promote ambitious expectations for all students with additional and special educational needs and disabilities.	✓	
Ability to create a nurturing and empathic approach, prioritising child-centred relational approaches.	✓	
An excellent communicator, capable of inspiring and engaging all stakeholder groups including students, parents/carers, staff and the wider community	✓	
The capacity to be critically reflective and evaluative in order to accurately identify strengths and priorities for development	✓	
Commitment to providing a safe and positive environment for all learners, in which safeguarding is prioritised at all levels	✓	
The desire to embrace, uphold and promote the core purpose, commitment and values of Lincolnshire Gateway Academies Trust	✓	