



Personal Specification – Key Stage One Teaching Assistant

(D) Desirable (E) Essential

Qualifications & Training

- Level 2 or Level 3 Teaching Assistant qualification (or equivalent) (D)
- GCSEs (or equivalent) in English and Mathematics at Grade C/4 or above (E)
- Training in Read Write Inc. phonics, early reading or numeracy programmes (D)
- Safeguarding and child protection training, or willingness to undertake training (E)
- First Aid qualification, or willingness to undertake training (E)

Experience

- Experience of working with children of primary school age (E)
- Experience of supporting learning in Key Stage One (D)
- Experience of working with pupils with SEND, including speech and language or social/emotional needs (D)
- Experience of supporting small group or 1:1 interventions (D)
- Experience of working in a school or early years setting (D)

Skills & Knowledge

- A good understanding of how young children learn and develop (E)
- Knowledge of early reading, phonics, writing and basic numeracy (D)
- Ability to support pupils in making good progress from their starting points (E)
- Awareness of inclusive practice and strategies to support diverse learning needs (E)
- Understanding of safeguarding, child protection and confidentiality (E)
- Ability to follow lesson plans and implement teacher-led strategies effectively (E)

Personal Qualities

- A caring, patient and nurturing approach to working with young children (E)
- High expectations for pupil behaviour, learning and wellbeing (E)
- Ability to build positive, respectful relationships with pupils, colleagues and parents (E)
- Calm, positive and consistent approach to behaviour management (E)
- Flexible, proactive and willing to adapt to the needs of the school and pupils (E)
- Commitment to promoting equality, diversity and inclusion (E)

Communication & Teamwork

- Ability to communicate clearly and effectively with children and adults (E)

- Ability to work collaboratively as part of a team **(E)**
- Willingness to take guidance and respond positively to feedback **(E)**
- Confidence to share observations and concerns appropriately with the class teacher or SENCO **(E)**

Professionalism

- Commitment to the values, ethos and aims of the school **(E)**
- Ability to maintain professional boundaries and confidentiality at all times **(E)**
- Willingness to engage in training and ongoing professional development **(E)**
- Reliable, punctual and well-organised **(E)**
- Commitment to safeguarding and promoting the welfare of children **(E)**