



Brushwood Junior School Person Specification: Teaching Assistant

	Essential	Desirable
Qualifications	<p>Qualified to at least NVQ Level 3 or equivalent</p> <p>Demonstrable levels of Maths and English equivalent to GCSE grades 4-9</p> <p>Willingness to participate in other development and training opportunities.</p>	<p>Current Paediatric First Aid Certificate</p> <p>Evidence of commitment to further professional development</p> <p>Evidence of specialism in specific curriculum areas or experience of over-coming specific barriers to learning.</p>
Experience	<p>The Teaching assistant should have experience of:</p> <p>Supporting teaching and learning of primary aged pupils</p> <p>Experience of working with vulnerable children and those with additional needs such as ADHD, ASD, Dyslexia</p> <p>'Step on' trained behaviour management qualification or professional equivalent.</p>	<p>Experience of working with children in KS2</p> <p>Supporting pupils to make sense of transitions and times of emotional challenge.</p> <p>Ability to liaise with external agencies such as the Speech therapists, occupational therapists, educational psychologists etc</p> <p>In addition, the teaching assistant might understand relevant policies/codes of practice and awareness of relevant legislation.</p>
Knowledge and understanding	<p>Excellent interpersonal skills both in working relationships with pupils and effective professional relationships with adults at the school.</p> <p>Willingness to undergo regular training and refresh skills and knowledge pertinent to the role</p> <p>Ability to supervise and support groups of children</p>	<p>Understanding of responsibility to safeguard children in accordance with the Government Statutory Guidance, 'Keeping Children safe in Education' (September 2025)</p>

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	<p>Understanding of child development and positive behaviour management strategies.</p> <p>Ability to deal with sensitive information in a confidential manner</p> <p>Effective Oral and written skills</p> <p>Ability to maintain effective record keeping</p> <p>Excellent organisational and time management skills</p> <p>An understanding of and a genuine commitment to Equal Opportunities.</p>	
Skills	<p>The Teaching Assistant will be able to:</p> <p>Promote the school's aims positively, and use effective strategies to maintain high standards of motivation and morale;</p> <p>Establish and develop close relationships with parents, governors and the community;</p> <p>Promote a happy, challenging and effective learning environment.</p> <p>Be IT literate</p>	.
Personal characteristics	<p>Approachable</p> <p>Committed to helping children achieve.</p> <p>Empathetic</p> <p>Enthusiastic</p> <p>Organised</p> <p>Ability to work calmly and with patience</p> <p>Resourceful</p> <p>Flexible</p> <p>Ability, flexibility and willingness to take on other responsibilities or duties as deemed necessary.</p>	<p>To be a positive role model to staff and pupils.</p> <p>Remain calm when working with children prone to dysregulation.</p>

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