

Person Specification: **Teaching Assistant Level 3**
Location: **The Florence Nightingale Academy**
Contracted Hours: **30hrs per week, term time only**
Required from: **September 2026**

Key Area	Essential	Desirable	Method of Assessment
Qualifications & Training	Relevant Level 3 qualification in Early Years, Childcare or Supporting Teaching and Learning GCSE English and Maths (Grade 4/C or equivalent) Clear enhanced DBS check	Paediatric First Aid or willingness to complete.	Application form, certificates, interview
Experience	Experience working with children in an Early Years setting or school. Experience supporting learning activities and working collaboratively with colleagues.	Experience within a school nursery / early years setting. Experience supporting pupils with SEND.	Application form, interview, references.
Knowledge	Knowledge of the EYFS Framework, child development, safeguarding, health and safety, confidentiality, inclusion, and equality.	Knowledge of SEND practices, intervention programmes, and relevant legislation.	Application form, interview
Skills & Abilities	Ability to build positive relationships with children, families and staff. Effective communication skills. Ability to deliver targeted group work as directed by the Teacher. Ability to use initiative, work independently and use ICT to support learning.	Ability to deliver targeted interventions and specialized support programmes.	Application form, interview, practical task
Personal Qualities	Resilience, empathy, patience, flexibility, reliability, and commitment to inclusion. Solution focused and a positive caring approach. Commitment to professional development and confidentiality. Ability to work effectively as part of a team.	Experience working with external agencies and multi-disciplinary teams.	Interviews, references
Safeguarding & Welfare	Commitment to safeguarding and promoting the welfare of children. Ability to follow school policies and create a safe learning environment.		Application form, interview, references.