



Geddington CofE Primary School

Excellence in learning - Care - Respect - Responsibility - Joy

"Life in all its fullness." John 10:10

Personal Specification – Early Years / 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)**