

Teaching Assistant Person Specification: Early Years (2026)

FACTORS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Qualifications	- Be able to demonstrate levels of numeracy and literacy to GCSE [A-C] - NVQ Level 2/3 for Teaching Assistants	Willingness and ability to obtain and/or enhance qualifications and training for development in the post.	- Application Form - Certification
Experience	- Previous experience working in an educational environment with children - Experience of supporting pupils with an EHCP or specific SEN need - Experience of working with individuals and groups of pupils to support, motivate and develop their learning	- Training or expertise in a relevant curriculum or other learning area (e.g. ICT, maths or literacy) - Experience of working with children in EYFS	- Application Form - Interview
Knowledge and Skills	- Excellent literacy/numeracy skills - Knowledge of safeguarding and child protection procedure - Knowledge of National Curriculum/ Development Matters and other learning programmes/strategies - Good understanding of school policies and procedures and awareness of relevant legislation - Ability to recognise when a child may need additional support and communicate appropriately	- Knowledge of SEND - Knowledge of specific strategies for supporting communication, interaction or emotional regulation	- Application Form - Interview - References
Personal Qualities	- Have empathy with those facing barriers to their learning - Motivated, enthusiastic and flexible - Excellent interpersonal skills - Good sense of humour - Ability to provide calm, patient and consistent support - Ability to self-evaluate own practice and learning needs and actively seek learning opportunities - Ability to give, receive and act on feedback - Strong attention to detail and clarity - Kind, caring, patient and nurturing	Willingness to offer extra-curricular provision	- Application Form - Interview - References