

Teaching Assistant Level 2

Person Specification

This person specification identifies the qualifications, experience, knowledge, skills and personal attributes required for the role. Evidence may be assessed through the application form, selection activities, interview, references and pre-employment checks.

Criteria	Essential	Desirable
Qualifications and training	A good standard of education, including secure literacy and numeracy skills Grade 5 or above GCSE. Willingness to undertake relevant training. Level 2 Teaching Assistant qualification or equivalent.	Relevant childcare or education qualification. Current first aid qualification.
Experience	Experience of working with children in an educational, childcare or similar setting.	Experience in a primary or first school; supporting pupils with SEND
Supporting teaching and learning	Ability to support pupils effectively in class, individually and in small groups; follow teacher direction; and reinforce learning.	Experience of delivering structured learning activities or supporting whole-class teaching.
Interventions	Ability to deliver planned interventions, keep appropriate records and provide accurate feedback to teaching staff.	Experience of literacy, phonics, mathematics, communication, social or emotional interventions.
SEND	Understanding that pupils with SEND may need adapted approaches, additional support and reasonable adjustments. Ability to follow support plans and agreed strategies.	Experience supporting communication and interaction, cognition and learning, sensory or physical needs, or social emotional and mental health needs.
EHCP and one-to-one support	Willingness and ability to provide some one-to-one support for a pupil with an EHCP or other significant need, while actively promoting independence.	
Behaviour and pastoral support	Ability to build positive relationships, apply school expectations consistently and respond calmly and appropriately to challenging situations.	Experience supporting emotional regulation, behavioural or social needs.
Communication	Good written and verbal communication. Ability to communicate professionally with children, colleagues, parents, carers and other professionals and to share information appropriately.	
Teamwork	Ability to work effectively as part of a team, take direction and contribute positively to the wider school.	
Safeguarding	Understanding of safeguarding and child protection, including the need to recognise and report concerns promptly and maintain professional boundaries and confidentiality.	Recent safeguarding training in an education or childcare setting.
First aid and medical needs	Willingness to undertake appropriate first aid training, act as a first aider if required and complete training for identified medical needs.	Current paediatric or workplace first aid qualification. Experience supporting healthcare plans or medical needs.

Criteria	Essential	Desirable
Organisation	Ability to follow instructions, routines and agreed programmes; organise resources; manage time; and maintain accurate records.	Experience of maintaining intervention records or pupil support documentation.
Professional attributes	Reliable, punctual, flexible, patient, caring and approachable. Uses initiative appropriately and understands the boundaries of the role.	Relevant continuing professional development.
Equality and inclusion	Commitment to equality of opportunity, inclusion and enabling all pupils to participate fully in school life.	Experience supporting pupils from a range of backgrounds and with differing needs.
Health and safety	Awareness of health and safety responsibilities and willingness to follow policies, procedures and risk assessments.	Relevant health and safety training.
Confidentiality	Ability to maintain confidentiality and handle sensitive information appropriately.	
Physical requirements	Ability to carry out the normal physical requirements of the role, with reasonable adjustments where appropriate, including working at children's level and supporting practical, indoor and outdoor activities.	

Additional requirements

- Demonstrate a commitment to safeguarding and promoting the welfare of children.
- Support and uphold the ethos, values and policies of Millfields First School.
- Demonstrate high expectations for every pupil.
- Work flexibly according to the needs of pupils and the school, including across classes or year groups where necessary.
- Work positively with teachers, teaching assistants, the SENCo, senior leaders and other professionals.
- Undertake relevant training and professional development as required.
- Understand that duties may include class support, interventions, SEND support and dedicated one-to-one support.
- Undertake first aid duties following appropriate training if required.

Safeguarding statement

Millfields First School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful applicant will be subject to the school's safer recruitment procedures and all appropriate pre-employment checks, including an enhanced DBS check and satisfactory references. An online search will be carried out.