Lingey House Primary School
Teaching Assistant (Level 3) - Person Specification

Criteria	Essential	Desirable	Method of Assessment
APPLICATION	• Fully supported in two references (one of which must be from your most recent employer) • Well-presented application form		Application Form
QUALIFICATIONS	• A teaching assistant qualification at NVQ Level 3 (or equivalent qualification/experience) • 5 GCSEs grade A-C (4-9) including English and Maths	• Valid First Aid Certificate / Paediatric First Aid. • Evidence of recent and relevant Child Protection / Safeguarding training. • Relevant training in SEMH, emotional regulation, nurture or de-escalation.	Application Form
EXPERIENCE & KNOWLEDGE	• Experience of working in a school setting. • Experience and a sound understanding of supporting children with social, emotional and mental health (SEMH) needs. • Experience of supporting children with SEND, including children with Education, Health and Care Plans (EHCPs). • Understanding of how SEMH needs can affect behaviour, relationships and engagement with learning. • Experience of using positive, consistent behaviour support strategies and helping children develop emotional regulation. • Experience of delivering planned learning activities for individuals and small groups under the direction of a teacher. • Experience of contributing to planning and adapting learning activities to meet individual needs. • Experience of observing, recording and evaluating children's progress.	• Experience of working in an internal alternative provision, nurture group or specialist SEND setting. • Knowledge of nurture principles and trauma-informed approaches. • Experience of supporting EHCP outcomes and contributing to reviews. • Experience of using agreed de-escalation strategies and individual support plans. • Understanding of equal opportunities and inclusive practice.	Application Form Interview References
SKILLS & APTITUDE	• Ability to build positive, trusting relationships with children, including those who find relationships and school routines difficult. • Ability to remain calm and respond sensitively and consistently when children are distressed or dysregulated. • Ability to follow agreed individual support plans, behaviour strategies and safeguarding procedures. • Ability to support children to develop emotional regulation, communication, confidence and independence. • Ability to adapt learning activities, resources and communication to children's individual needs and readiness to learn.		Application Form Interview References

	• Ability to work under teacher direction towards agreed EHCP outcomes and record progress accurately. • Good written and verbal communication skills, including sensitive communication with parents and carers. • Ability to work collaboratively with teachers, support staff and other professionals. • Ability to use initiative appropriately, prioritise tasks and adapt to changing needs. • Ability to use ICT effectively to support learning and maintain accurate records. • Understanding of safeguarding procedures, confidentiality and when to seek support or report concerns.		
PERSONAL ATTRIBUTES	• A calm, patient, caring and resilient approach. • Commitment to nurture, inclusion, belonging and high expectations for every child. • Sensitivity to children's individual experiences, needs and differences. • Enthusiasm for helping children feel safe, valued and ready to learn within The Nest. • Ability to make learning engaging and celebrate small steps in progress. • Ability to build and sustain effective working relationships across the school community. • Willingness to reflect on practice, accept guidance and undertake relevant professional development. • Commitment to the school's values of Respect, Resilience, Nurture, Kindness and Individuality. • A flexible, supportive approach to teamwork and a sense of humour.	• Willingness to be involved in the wider life of school.	Application Form Interview References