



Person Specification
Teaching Assistant Level 3

To support your application candidates should be able to show evidence of the following:

Criteria	Essential	Desirable
Qualifications		
Good numeracy and literacy skills, GCSE English and Mathematics level C or above.	√	
Relevant professional qualification		√
Experience		
Experience of supporting pupils with special educational needs in a classroom environment	√	
Knowledge and experience to support student development and an understanding of the ways in which students (especially those with significant and complex needs) learn	√	
Ability and willingness to support students with complex/challenging behaviour, including the implementation of written behaviour plans/risk assessments, which may include restrictive physical intervention (training will be provided)	√	
Previous training on de-escalation and restrictive physical intervention		√
Knowledge and experience to be able support and promote students to develop as independent learners	√	
Can demonstrate skills in order to contribute to CPD and develop teacher/TAs knowledge and experience	√	
An understanding of curriculum development, planning, evaluation and implementation	√	
The ability to develop high quality learning resources without substantial direction from the teacher	√	
The ability to accurately record and report on pupils' progress	√	
Experience of using Information Technology to support pupils in the classroom	√	
Personal Skills and Attributes		
Passionate and highly motivated to develop their knowledge	√	
Behaviour management skills	√	
Ability to support the emotional, physical and educational development of pupils	√	
Patience and resilience	√	
Ability to plan effective actions for pupils at risk of underachieving	√	
Understanding of principles of child development and learning processes	√	
Ability to safeguard and promote the welfare of children	√	
Ability to work constructively as part of a team and be able to demonstrate initiative	√	
Good verbal and written communication skills	√	
Good organisational skills	√	
Ability to relate well to and communicate effectively with children	√	
Ability to maintain effective working relationships with work colleagues, parents, guardians etc	√	

Safeguarding and Promoting the welfare of children. At interview candidates should be able to demonstrate:
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Demonstrate the ability to form and maintain appropriate relationships and personal boundaries with children
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Emotional resilience in working with challenging behaviours

Date: September 2025