



Learning Together, Learning for Life

## Early Years Teaching Assistant – Person Specification

	Essential Attributes	How identified
Qualifications and General Experience	<ul style="list-style-type: none"> <li>National occupational standards (NOS) for skills for children's care, learning and development in Early Years Level 3 and knowledge/ skills equivalent to current national qualifications level 3 plus supervisory experience.</li> </ul>	Application References DBS procedures
Professional knowledge and experience	<ul style="list-style-type: none"> <li>Understanding of the EYFS Framework</li> </ul>	Application, References
	<ul style="list-style-type: none"> <li>Understanding of the role of a teaching assistant in Early Years</li> </ul>	Application, interview, references
	<ul style="list-style-type: none"> <li>Understanding of legislation and its impact on schools and their wider communities e.g. Prevent Duty, Keeping Children Safe in Education etc.</li> </ul>	Application, interview, references
	<ul style="list-style-type: none"> <li>Experience of working as a team to develop the environment and learning plans.</li> </ul>	Interview, Application, Observation
	<ul style="list-style-type: none"> <li>Experience of following teacher planned sessions and leading and preparing these.</li> </ul>	Interview, Application, Observation
Professional Skills	<ul style="list-style-type: none"> <li>Ability to maintain a positive school ethos with an accent on high achievement and inclusion for all</li> </ul>	Application
	<ul style="list-style-type: none"> <li>Committed to meeting the needs of children whatever their ability or background</li> </ul>	Application, interview, references
	<ul style="list-style-type: none"> <li>Ability to communicate and promote the aims and values of the school</li> </ul>	Reference, application
	<ul style="list-style-type: none"> <li>Ability to communicate effectively and to a high standard of English (orally and in writing)</li> </ul>	Observation, references, task, application
	<ul style="list-style-type: none"> <li>Committed to working with parents, colleagues and other agencies in a positive and constructive manner</li> </ul>	Reference, application
	<ul style="list-style-type: none"> <li>Ability to motivate and stimulate pupils of all abilities to enjoy learning and move learning forward through in the moment interactions.</li> </ul>	Observation, reference, task
	<ul style="list-style-type: none"> <li>Willingness to commit to the important role of supporting the youngest pupils in our school.</li> </ul>	Observation, application form, reference

	<ul style="list-style-type: none"> <li>• Make appropriate judgements over issues of confidentiality and safeguarding</li> </ul>	Reference, interview
	<ul style="list-style-type: none"> <li>• A commitment to continuing professional development, and evidence of recent relevant training</li> </ul>	Reference, application
	<ul style="list-style-type: none"> <li>• A good understanding of a restorative approaches to behaviour and an ability to positively apply these at all times</li> </ul>	Reference, observation, application
	<ul style="list-style-type: none"> <li>• Work effectively with teachers to ensure effective support for all children</li> </ul>	Reference, interview, observation
Professional Philosophy and Commitment	<ul style="list-style-type: none"> <li>• Ability to reflect and question self</li> </ul>	Interview
	<ul style="list-style-type: none"> <li>• An understanding of the way school can promote values</li> </ul>	Interview
	<ul style="list-style-type: none"> <li>• Knowledge of new initiatives in education and experience of having used these.</li> </ul>	Application, interview, observation
	<ul style="list-style-type: none"> <li>• Prepared to be involved in the whole life of the school</li> </ul>	Interview, reference
	<ul style="list-style-type: none"> <li>• A clear commitment to child initiated learning where goals are achieved through child led experiences.</li> </ul>	Application, interview