


**Ickleford Primary School
TA and LSA Person Specification**

Please ensure that you list all relevant training and professional development undertaken within the correct application sections, including any qualifications, courses, certifications, safeguarding training or other relevant experience that demonstrates your suitability for the role.

	Essential	Desirable
Qualifications	<p>The Teaching Assistant or Learning Support Assistant should have:</p> <ul style="list-style-type: none"> • Good academic record including Maths and English GCSE grade C (or equivalent) or better. • Safeguarding and Prevent training qualifications 	<p>In addition, the Teaching Assistant might have:</p> <ul style="list-style-type: none"> • Qualifications relating to the role of TA (or evidence of working towards gaining such qualifications) • Good Higher Education or Further Education qualifications including QTS • Grade A or B in both English and Maths GCSE or equivalent. • First Aid qualifications
Experience	<p>The Teaching Assistant or Learning Support Assistant should have:</p> <ul style="list-style-type: none"> • Experience of supporting children within the EYFS, Key Stage 1 or Key Stage 2. • Experience of working in a school and/or nursery context. • Excellent literacy knowledge and skills. 	<p>In addition, the Teaching Assistant might have experience of:</p> <ul style="list-style-type: none"> • Teaching and supporting children with SEN. • Working with and supporting children with challenging behaviour. • Running intervention programmes. • Knowledge of EYFS and/or KS1/2 assessment, curriculum and planning.
Knowledge and Understanding	<p>The Teaching Assistant or Learning Support Assistant should have knowledge and understanding of:</p> <ul style="list-style-type: none"> • TA Standards • Relevant policies, codes of practice and legislation including safeguarding • behaviour management strategies • Assisting with the implementation of Individual Learning Goals 	<p>In addition, the Teaching Assistant might have experience of:</p> <ul style="list-style-type: none"> • Working with children who require medical interventions in an agreed care plan
Personal	<p>The Teaching Assistant or Learning Support Assistant must:</p> <ul style="list-style-type: none"> • Enjoy working with children. • Be able to have a good rapport with 	<p>In addition, the Teaching Assistant may have :</p> <ul style="list-style-type: none"> • Ability to work with and manage children with challenging needs – EAL,

	<p>children.</p> <ul style="list-style-type: none"> • Be dedicated to safeguarding and promoting the welfare of children. • Be enthusiastic • Hardworking, flexible and motivated. • Be a team player and have excellent interpersonal skills. • Have good verbal communication skills including ability to communicate effectively with carers and parents. • Be able to take the initiative. • Act sensitively and confidentially • Supportive of the Christian ethos of the school. 	<p>SEN and/or very able pupils.</p> <ul style="list-style-type: none"> • Ability and experience of communicating with parents within a school context. • Good IT skills. • Skills and interests that could help enrich children's learning e.g. MFL, cooking, gardening, music and so on.
<p>Other</p>	<p>The Teaching Assistant or Learning Support Assistant will be able to:</p> <ul style="list-style-type: none"> • Attend whole school training sessions where relevant • Have empathy with those facing barriers to their learning • An understanding of and a genuine commitment to Inclusion • Undertake lunchtime and playtime supervision duties 	

Reviewed May 2026