# GADE VALLEY PRIMARY SCHOOL

| Person Specification for Teaching Assistant Grade H3 | | |
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| | **Essential** | **Desirable** |
| **Qualifications** | • GCSE (or equivalent Level 4+) in English and Maths<br>• Commitment to ongoing professional development | • NVQ Level 3 (or equivalent) in Supporting Teaching and Learning<br>• Paediatric First Aid qualification (or willingness to gain)<br>• Relevant training in safeguarding, phonics, or SEND |
| **Experience** | • Experience working with children in a primary school or similar setting<br>• Experience supporting learning in small groups or on a one-to-one basis | • Experience supporting early reading, particularly phonics<br>• Experience delivering structured interventions (literacy, numeracy, or social skills)<br>• Experience covering whole classes for short periods<br>• Experience supporting pupils with Special Educational Needs and Disabilities (SEND), including EHCPs |
| **Professional Knowledge and Understanding** | • Understanding of safeguarding and child protection procedures (in line with *Keeping Children Safe in Education*)<br>• Knowledge of the Primary National Curriculum and Early Years Foundation Stage (EYFS) framework | • Knowledge of phonics teaching and early reading development<br>• Experience with adaptive teaching strategies and scaffolding learning<br>• Awareness of common SEND needs (e.g. ASD, ADHD, speech and language needs) |

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| | • Understanding of child development, including early learning and play-based learning<br>• Awareness of inclusive practice, including barriers to learning and strategies to support all pupils<br>• Ability to support pupils' learning across core subjects (English and Maths)<br>• Ability to adapt support to meet different learning styles and needs<br>• Understanding of positive behaviour management strategies (e.g. praise, de-escalation, restorative approaches)<br>• Ability to maintain accurate records (e.g. observations, intervention tracking)<br>• Awareness of confidentiality, GDPR, and professional boundaries | • Confidence using ICT to support learning (e.g. interactive whiteboards, learning apps, online platforms) |
| **Personal Qualities** | • Warm, approachable, and able to build positive relationships with children<br>• A positive role model who demonstrates high expectations for behaviour and learning<br>• Team player who works collaboratively with teachers, staff, and parents<br>• Flexible, adaptable, and willing to respond to the needs of the school<br>• Patient, resilient, and calm under pressure<br>• Committed to promoting children's wellbeing and achievement<br>• Good sense of humour and enthusiasm for working with children<br>• Willingness to work across all primary key stages (EYFS, KS1, KS2)<br>• Willingness to supervise or cover classes at short notice | • Creative approach to engaging children in learning |
| **Special Requirement** | • Commitment to safeguarding and promoting the welfare of children | • Willingness to participate in wider school life (e.g. clubs, trips, events) |

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| | • Commitment to equality, diversity, and inclusion<br>• Uphold and actively promote the school's vision, values, and ethos | |