



Senior Teaching Assistant Person Specification



CRITERIA	ESSENTIAL	DESIRABLE
Qualifications/ Competencies	• Relevant NVQ level 3 or equivalent. • English and Maths to GCSE grade 4 or above or the equivalent e.g. Functional Skills level 2. • Additional specialist qualification in Education.	• Experience in delivering behaviour intervention programmes. • Experience in working with students with a variety of SEND needs. • Training in relevant strategies e.g. literacy, particular curriculum or learning area.
Knowledge and Skills	• Up to date knowledge and understanding of the practices and procedures within education relating to the welfare, safety and education of children. • Understanding of principals of child development and learning processes and the way that students learn effectively. • Understanding of ways to improve and support the emotional wellbeing of students. • Understanding and experience of a range of behaviour support strategies and programmes. • Ability to self-evaluate learning needs and actively seek learning opportunities. • Effective use of ICT to support learning and record keeping and an ability to use basic technologies.	• Working knowledge of the key stage 2, 3 and 4 and where applicable KS5 curriculum other relevant learning programmes/ strategies across all ability ranges.
Experience	• Recent experience of working in an environment with young people.	Recent experience of working in an educational environment with young people of a secondary school age.
Personal Skills	• Ability to relate well to children and adults. • Able to work constructively as part of a team. • Understanding of classroom roles and responsibilities and your own position and strengths within these. • Able to prioritise tasks and act on own initiative. • Able to motivate and encourage children to develop to their full potential. • High professional standards in dress, attendance and punctuality. • Suitability to work with children and satisfactory Enhanced Disclosure with the DBS.	

	• Knowledge of, and agreement to the school Code of Conduct.	
Special Circumstances	• Occasional attendance at meetings outside of normal working hours. • Willingness to undertake relevant training as necessary.	

MHa
September 2026