

Garlinge Primary School and Nursery



Person Specification for Early Years Teaching Assistant

Information provided on the application form will be assessed against the criteria listed on this Person Specification to shortlist candidates for interview.

Desirable Qualifications	• Good standard of general education with a minimum GCSE Grade 4/C in English and Maths, or equivalent
Essential Qualifications	• NVQ Level 2 in Early Years / Childcare
Essential Experience	• Experience of working with children in a nursery or school setting
Desirable Experience	• Experience of working with primary age children with physical, communication, sensory or SEMH needs • Experience of working with complex barriers to learning
Desirable Skills	• Ability to assess pupil learning and keep up-to-date records • Competent ICT skills • Competency with communication techniques • Knowledge of policies and procedures relating to safeguarding, health & safety, security, equal opportunities and confidentiality • Good interpersonal skills and an ability to relate and communicate effectively with children, staff and parents • Good influencing skills to encourage pupils to interact with others and be socially responsible • Ability to work well as part of a team and show initiative when appropriate • Clear, legible handwriting • Ability to lead play-specific focus sessions •
Desirable Knowledge	• Knowledge of EYFS curriculum • Good standard of spoken and written English • Good English comprehension • Understanding of the importance of play • Knowledge of a range of behaviour management strategies and techniques
Essential Personal Qualities	• Caring, approachable, flexible, understanding, consistent, assertive and calm • Positive attitude • Excellent communication skills • Understanding of children's needs and a clear belief in inclusion for all • Understanding and respecting the need for absolute confidentiality • Adaptability, flexibility and willingness to assist with other aspects of school life • Willingness to continue own professional development