

Person Specification

Nursery Teaching Assistant



The Stour Academy Trust

Person Specification for Nursery Teaching Assistant

Experience and Qualifications:

- Experience of working with young children aged 2–4 years, ideally within a Nursery, Early Years, or primary school setting.
- Experience of supporting children’s learning and development through play-based activities.
- Experience of working as part of a team supporting children’s wellbeing, behaviour, and personal development.
- Experience of supporting children with additional needs (e.g. SEND, EAL) is desirable.
- Experience of contributing to observations and assessments to support children’s learning and progress is desirable.
- A relevant Early Years qualification (e.g. Level 3 in Childcare/Early Years Education) is desirable or willingness to work towards one.
- Willingness to undertake training relevant to the role, including safeguarding and first aid, as required by the school.

Skills and Competencies:

- A sound understanding of child development in the Early Years and the principles of the EYFS.
- Ability to support learning activities for individuals and small groups under the direction of the Nursery Teacher.
- Good communication skills, with the ability to interact positively and sensitively with young children, staff, and parents/carers.
- Ability to promote positive behaviour and model appropriate social and emotional skills.
- Competence in supporting children’s personal care needs in a respectful, child-centred manner.
- Ability to observe children effectively and share information with colleagues to support planning and assessment.
- Organisational skills to help maintain an orderly, safe, and stimulating learning environment.
- Awareness of safeguarding, health and safety, and confidentiality requirements within a school or early years setting.
- Ability to follow direction while also using initiative appropriately within the role.

Personal Qualities:

- A caring, patient, and nurturing approach with a genuine interest in supporting young children’s development.
- A positive, enthusiastic attitude towards working in an integrated Nursery and primary school environment.
- Commitment to inclusion, equality, and ensuring all children feel safe, valued, and supported.
- Reliability, professionalism, and a strong sense of responsibility.
- Willingness to learn, reflect on practice, and engage in training and professional development.
- Ability to work flexibly as part of a team and contribute positively to the wider school community.

- Maintains confidentiality, models professional conduct and works in line with safeguarding expectations.

Safeguarding:

- A thorough understanding of safeguarding practises and commitment to promoting pupil safety and wellbeing.