Person Specification

Teaching Assistant | Recruitment 2026

We are looking for a compassionate, inclusive and reflective Teaching Assistant who shares our belief that every child can succeed, feel that they belong and develop independence.

E = Essential D = Desirable

Qualifications and experience

Criterion	E/D	Evidence
Relevant experience working with primary-aged children or transferable experience supporting children	E	Application / interview
Level 2 or Level 3 Teaching Assistant qualification	D	Application / interview
Experience supporting neurodivergent pupils, including autism or ADHD, and/or pupils with more complex needs	D	Application / interview

Teaching and learning

Criterion	E/D	Evidence
Ability to support carefully sequenced learning, secure foundational knowledge and encourage independence	E	Application / interview
Can follow teacher direction, adapt resources and use modelling, scaffolding and feedback effectively	E	Application / interview
Experience supporting early reading and structured phonics, such as Unlocking Letters and Sounds	D	Application / interview
Understands the importance of observing learning, sharing feedback and responding to misconceptions	E	Application / interview

Inclusion and relationships

Criterion	E/D	Evidence
Demonstrates a warm, empathetic and respectful approach alongside high expectations for every pupil	E	Application / interview
Understands that pupils learn and communicate differently and is willing to develop adaptive approaches	E	Application / interview
Can establish consistent routines and help pupils develop regulation and positive relationships	E	Application / interview
Awareness of trauma-informed or relational approaches and the impact of adverse experiences	D	Application / interview

Play and wider development

Criterion	E/D	Evidence
Willingness and enthusiasm to support OPAL and positive, active and imaginative lunchtime play	E	Application / interview

Professional attributes

Criterion	E/D	Evidence
Works constructively with teachers, support staff, families and other professionals	E	Application / interview
Open to feedback, training and ongoing professional development	E	Application / interview
Uses initiative within agreed direction, exercises sound judgement and maintains confidentiality	E	Application / interview

Ethos and safeguarding

Criterion	E/D	Evidence
Willingness to support the Christian ethos and values of Love, Courage and Wisdom	E	Application / interview
Commitment to safeguarding and promoting the welfare of children	E	Application / interview

Recruitment and safeguarding

Holy Trinity welcomes applicants with the right values, potential and willingness to learn. Selection will be based on the criteria above and appropriate safeguarding checks. Reasonable adjustments can be made during recruitment.