Person Specification – SEMH Teaching Assistant – November 2026

This specification lists the competencies of an experiences / fully trained post holder. E = Essential / D = Desirable.

Qualifications	NVQ III or equivalent	E
	Evidence of further training and commitment to further professional development	D
	Experience of supporting pupils with Special Educational Needs	E
	Training in special educational needs strategies	D
	First Aid qualification	D
Skills	Ability to work effectively within a team environment, understanding classroom roles and responsibilities	E
	Promote the school's aims positively, and use effective strategies to promote behaviour for learning	E
	Show commitment to the personal welfare and safeguarding of children	E
	Ability to build effective working relationships with all pupils and colleagues	E
	Excellent personal numeracy and literacy skills	E
	Ability to work with children at all levels regardless of specific individual need and identify learning styles as appropriate	E
	Ability to adapt own approach in accordance with pupil needs	E
Knowledge and understanding	Understanding of curriculum and other learning programmes/techniques	E
	Understanding of principles of child development, learning styles and independent learning	E
	Working knowledge of relevant policies/codes of practice/legislation	E
	Understanding of inclusion, especially within a primary school setting	E
	Experience of planning, resourcing and delivering interventions and learning programmes	E
Professional attributes	Demonstrate an awareness and empathy of the needs of the pupils at Bidston Village CE Primary School and how these needs could be met.	E
	High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements	E
	Ability to build and maintain successful relationships with pupils, treat them consistently, with respect and consideration, and demonstrate concern for their development as learners	E
	Demonstrate and promote the positive value, attitudes and behaviour they expect from the pupils with whom they work	E
	Ability to work collaboratively with colleagues, and carry out role effectively, knowing when to seek help and advice	E
	Able to liaise sensitively and effectively with parents and carers, recognising role in pupils' learning	E
	Able to improve own practice through observations, evaluation and discussion with colleagues	E
Personal Qualities	Consistently promote school strong educational philosophy and values.	E
	Positive attitude	E
	Commitment & Enthusiasm	E
	A team player and the ability to support and work as part of a team	E
	Able to motivate self and others; calm / supportive / caring	E
	Well-organised & approachable	E
	Be committed to personal development	E
	Flexible	E
	Commitment to maintaining confidentiality at all times	E
	Commitment to safeguarding and equality	E
	Create a safe learning environment and be a model of good relationships	E
	An awareness and willingness to support our Christian Distinctiveness	E