Stratford-upon-Avon School
Person Specification

Specialist Teaching Assistant TA3 – Literacy and EAL October 2026

Please read this Person Specification carefully as it will be used to assess candidates as part of the short list and selection process. The recruiting team will be looking for candidates who most closely match the following:

	Essential	Desirable	Evidence base
Qualifications	A good general education, including, GCSE Mathematics and English at grade C or above (or equivalent).	Level 3 / 4 qualifications. Specialist qualifications working with students with either EAL, or Specific Educational Needs (Dyslexia, ASD or SEMH). TA3 equivalent or higher.	Application form.
Skills and Experience	Experience of an education setting, and knowledge of secondary education. An ability to engage with pupils. Experience of working with students from a vulnerable background (SEN / Behaviour / Illness) Basic ICT skills.	Previous employment as a TA3. Supporting pupils of secondary age. Planning and delivery of learning to students. Experience in vocational learning (e.g., ASDAN, City & Guilds, Leadership qualifications etc.)	Application, references and selection process.
Key competencies and aptitudes	An interest in education and the development of young people, particularly those with specific educational needs. An imaginative and proactive approach to solving problems. Outstanding interpersonal skills. High level of emotional intelligence and resilience. An ability to motivate others. Excellent timekeeping and prioritisation skills. Drive and determination. Sense of humour.	An ability to help other professionals to translate complex information into an easily digestible format to enable pupils to access material.	Application, references and selection process.
Professional development	A willingness to attend training for specific aspects of the job and for generic school-based development.	Prior experience of putting skills acquired through training into practice. A positive approach to personal development and training.	Application, references and selection process.
Other information	Share the ethos of the school. This post is subject to an Enhanced DBS Displays commitment to the protection and safeguarding of children and young people	Willingness to co-ordinate and take part in whole school activities.	Application, references and selection process.

The school is committed to safeguarding and promoting the welfare of the children and young people and expects all staff and volunteers to share this commitment