

Teaching Assistant Person Specification

	Essential	Desirable	Method of assessment
Qualifications	• Good basic education to GCSE level in literacy and numeracy, or the equivalent	• A relevant qualification in Childcare and/or Education • A First Aid qualification	Production of applicant's certificates
Experience	• Experience of working with young children	• Experience of working with young children in play schemes, crèches, after-school clubs or similar • Experience of working in the Independent sector	Application form Interview References
Skills	• Ability to assist children on an individual basis, in small groups and during whole class work • Clearly explain tasks and foster children's independence • Can successfully supervise children, modelling defined behaviour management policies • Ability to work with guidance, but under limited supervision • Liaise and communicate effectively with others • Demonstrate good organisational skills	• Is able to suggest alternative ways of helping children if they are unable to understand • Can describe, in simple terms, the process of behaviour management with children	Application form Interview references
Knowledge	• Knowledge of the needs of young children • An understanding of child development and the ways in which children learn • Knowledge of positive behaviour management strategies • Knowledge of safeguarding children	• Knowledge of National Curriculum EYFS, Key Stages 1 and 2 • Knowledge of how to monitor, record and make basic assessments about individual progress • An awareness of the roles played by various adults in a child's education	Application form Interview References
Personal competencies and qualities	• Enthusiasm and a positive outlook • The ability to work independently and collaboratively as a member of a team • Creativity in problem solving together with a willingness to take on or try new approaches and ideas • A positive attitude towards professional development and their own learning • Reliability and integrity • Good personal organisation. • Good attendance record	• Ability to work under pressure • Sense of humour • Flexibility	Application form Interview References