

# Person Specification – Teaching Assistant

*This person specification should be used in relation to the relevant Job Description*

	Essential	Desirable
<b>Qualifications</b>	<p>The Teaching Assistant should have:</p> <ul style="list-style-type: none"> <li>• good basic education to GCSE level (A-C) in literacy and numeracy, or the equivalent</li> </ul>	<p>In addition, the Teaching Assistant might have experience of:</p> <ul style="list-style-type: none"> <li>• A relevant qualification in Childcare and/or Education</li> </ul>
<b>Experience</b>	<p>The Teaching Assistant should have:</p> <ul style="list-style-type: none"> <li>• Experience of working with young children in an education setting</li> </ul>	<p>In addition, the Teaching Assistant might have experience of:</p> <ul style="list-style-type: none"> <li>• Experience of working with young children with additional needs</li> <li>• being a paid worker in play schemes, crèches, after-school clubs or similar.</li> </ul>
<b>Knowledge and Understanding</b>	<p>The Teaching Assistant should have knowledge and understanding of:</p> <ul style="list-style-type: none"> <li>• the needs of young children;</li> <li>• child development and the ways in which children learn;</li> <li>• the roles played by various adults in a child's education;</li> <li>• behaviour management strategies;</li> <li>• questions related to equal opportunities.</li> <li>• Specialism knowledge and understanding of children with challenging behaviour.</li> </ul>	
<b>Skills</b>	<p>The Teaching Assistant will be able to:</p> <ul style="list-style-type: none"> <li>• help professional staff to achieve their objectives;</li> <li>• assist children on an individual basis, in small group and whole class work;</li> <li>• explain tasks simply and clearly and foster independence;</li> <li>• supervise children, and adhere to defined behaviour management policies;</li> <li>• accept and respond to authority and supervision;</li> <li>• work with guidance, but under limited supervision;</li> <li>• liaise and communicate effectively with others;</li> <li>• demonstrate good organisational skills;</li> <li>• reflect on and develop professional practice;</li> <li>• display work effectively, and make and maintain basic teaching resources.</li> </ul>	<p>In addition, the Teaching Assistant might also be able to:</p> <ul style="list-style-type: none"> <li>• demonstrate the skills related to working with children with additional needs</li> <li>• monitor, record and make basic assessments about individual progress</li> <li>• suggest alternative ways of helping children if they are unable to understand;</li> <li>• describe, in simple terms, the process of behaviour management with children;</li> <li>• identify gaps in their own experience that they need help in filling;</li> <li>• demonstrate the ability to learn and adapt from past experience.</li> </ul>