

Person Specification: Teaching Assistant

	Essential	Desirable
Qualifications	Good basic education to GCSE level at grade C or above in English and Maths, or the equivalent	Certificate or Diploma in Childcare and Education Post 16 qualifications at A level or equivalent
Experience	The Teaching Assistant should have experience of: working with young children in present, or previous, employment and/or voluntary work (e.g. as a Brownie or Cub leader)	In addition, the Teaching Assistant might have experience of: - being a paid worker in school, play schemes, crèches, midday supervision, after-school clubs or similar. - working with children with additional needs - working as a cover supervisor
Knowledge and understanding	The Teaching Assistant should have knowledge and understanding of: - the needs of young children - their role in safeguarding children (see job description) - child development and the ways in which children learn. - the roles played by various adults in a child's education. - questions related to equal opportunities. - phonic knowledge	In addition, the Teaching Assistant might have: - the confidence and ability to manage the learning of groups of children. - additional talents and skills that would be beneficial to the wider school. - a willingness to partake in professional development to further knowledge skills and qualifications. - Experience of delivering 1:1 support programmes

Skills	The Teaching Assistant will be able to: • build a strong positive working relationship with children • help professional staff to achieve their objectives; • work one to one with a special educational needs child, in small groups and as a member of a team; • explain tasks simply and clearly; • supervise and control children, and adhere to defined standards; • accept and respond to authority and supervision; • work with guidance, but under limited supervision; • liaise and communicate effectively with others; • demonstrate good organisational skills; • get involved in professional development, and attend courses; • use their initiative to present and prepare resources suitable for working with pupils	In addition, Teaching Assistant might also be able to: • suggest alternative ways of helping children if they are unable to understand; • describe, in simple terms, the process of behaviour management with children; • identify gaps in their own experience that they need help in filling; • demonstrate the ability to learn and adapt from experience. • monitor, record and make basic assessments about individual progress
Personal characteristics	A calm approach Demonstrates our school values Maintains confidentiality Has an empathic nature Enthusiastic and positive outlook Flexible team player	Demonstrates initiative in the classroom Good communication skills Ability to adapt to a variety of situations Patience and resilience Enjoyment of music & singing to share with pupils