

Person Specification – Teaching Assistant

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

	Essential	Desirable
Qualifications	The Teaching Assistant should have: • good basic education to GCSE level (A-C) in literacy and numeracy, or the equivalent	In addition, the Teaching Assistant might have experience of: • A relevant qualification in Childcare and/or Education
Experience	The Teaching Assistant should have: • Experience of working with young children in an education setting	In addition, the Teaching Assistant might have experience of: • Experience of working with young children with challenging behaviour • being a paid worker in play schemes, crèches, after-school clubs or similar.
Knowledge and Understanding	 The Teaching Assistant should have knowledge and understanding of: the needs of young children; child development and the ways in which children learn; the roles played by various adults in a child's education; behaviour management strategies; questions related to equal opportunities. Specialism knowledge and understanding of children with challenging behaviour. 	
Skills	 The Teaching Assistant will be able to: help professional staff to achieve their objectives; assist children on an individual basis, in small group and whole class work; explain tasks simply and clearly and foster independence; supervise children, and adhere to defined behaviour management policies; accept and respond to authority and supervision; work with guidance, but under limited supervision; liaise and communicate effectively with others; demonstrate good organisational skills; reflect on and develop professional practice; display work effectively, and make and maintain basic teaching resources. 	 In addition, the Teaching Assistant might also be able to: demonstrate the skills related to working with children with challenging behaviour monitor, record and make basic assessments about individual progress 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 past experience.