

Person Specification

Teaching Assistant

Criteria	Essential	Desirable
Qualifications		
Relevant NVQ Level 2 or 3 qualification or equivalent		Х
Appropriate first aid training		X
Experience		
Experience appropriate to working with children in a learning environment	X	
Knowledge and Skills		
An awareness of child/young person's development and learning	X	
An understanding that children/Young people have differing needs	Х	
Good written and verbal communication skills: able to communicate effectively and clearly and build relationships with a range of staff, children, young people, their families and carers	X	
Good reading, writing and numeracy skills	X	
Basic ICT skills	Х	
Good understanding of child development and learning processes		X
Knowledge of Behaviour management techniques		x
Knowledge of Child Protection and Health & Safety policies and procedures		×
Knowledge of inclusive practice		x



Personal Qualities			
Demonstrable interpersonal skills.	Х		
Ability to work successfully in a team.	X		
Confidentiality	X		
Flexibility	X		
Creativity		X	
Other Requirements			
Enhanced DBS Clearance	Х		
To be committed to the school's policies and ethos	X		
To be committed to Continuing Professional Development	X		
Motivation to work with children and young people	X		
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	X		
Emotional resilience in working with challenging behaviours and attitudes	X		
Ability to use authority and maintaining discipline	X		
An empathy for equality & diversity	X		
The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post	X		
The ability to deliver an extra-curricular club and to be committed to whole school activities such as summer fair/bingo evenings	X		