**Person Specification – Teaching Assistant**

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

|  | **Essential** | **Desirable** |
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| **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
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| **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.
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| **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.
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| **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.
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