

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 additional needs • 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 additional needs • 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.