

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.