

## Person Specification – Teaching Assistant

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

	Essential	Desirable
<b>Qualifications</b>	The Teaching Assistant should have: <ul style="list-style-type: none"> <li>good basic education to GCSE level (A-C) in literacy and numeracy, or the equivalent</li> </ul>	In addition, the Teaching Assistant might have experience of: <ul style="list-style-type: none"> <li>A relevant qualification in Childcare and/or Education</li> </ul>
<b>Experience</b>	The Teaching Assistant should have: <ul style="list-style-type: none"> <li>Experience of working with young children in an education setting</li> </ul>	In addition, the Teaching Assistant might have experience of: <ul style="list-style-type: none"> <li>Experience of working with young children with challenging behaviour</li> <li>being a paid worker in play schemes, crèches, after-school clubs or similar.</li> </ul>
<b>Knowledge and Understanding</b>	The Teaching Assistant should have knowledge and understanding of: <ul style="list-style-type: none"> <li>the needs of young children;</li> <li>child development and the ways in which children learn;</li> <li>the roles played by various adults in a child's education;</li> <li>behaviour management strategies;</li> <li>questions related to equal opportunities.</li> <li>Specialism knowledge and understanding of children with challenging behaviour.</li> </ul>	
<b>Skills</b>	The Teaching Assistant will be able to: <ul style="list-style-type: none"> <li>help professional staff to achieve their objectives;</li> <li>assist children on an individual basis, in small group and whole class work;</li> <li>explain tasks simply and clearly and foster independence;</li> <li>supervise children, and adhere to defined behaviour management policies;</li> <li>accept and respond to authority and supervision;</li> <li>work with guidance, but under limited supervision;</li> <li>liaise and communicate effectively with others;</li> <li>demonstrate good organisational skills;</li> <li>reflect on and develop professional practice;</li> <li>display work effectively, and make and maintain basic teaching resources.</li> </ul>	In addition, the Teaching Assistant might also be able to: <ul style="list-style-type: none"> <li>demonstrate the skills related to working with children with challenging behaviour</li> <li>monitor, record and make basic assessments about individual progress</li> <li>suggest alternative ways of helping children if they are unable to understand;</li> <li>describe, in simple terms, the process of behaviour management with children;</li> <li>identify gaps in their own experience that they need help in filling;</li> <li>demonstrate the ability to learn and adapt from past experience.</li> </ul>