

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: <ul style="list-style-type: none"> ● good basic education to GCSE level (A-C) in literacy and numeracy, or the equivalent 	In addition, the Teaching Assistant might have experience of: <ul style="list-style-type: none"> ● A relevant qualification in Childcare and/or Education
Experience	The Teaching Assistant should have: <ul style="list-style-type: none"> ● Experience of working with young children in an education setting 	In addition, the Teaching Assistant might have experience of: <ul style="list-style-type: none"> ● 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: <ul style="list-style-type: none"> ● 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: <ul style="list-style-type: none"> ● 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: <ul style="list-style-type: none"> ● 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.