

Person Specification: Teaching Assistant

	Essential	Desirable
Qualifications	Good basic education to GCSE level at grade C or above in English and Maths, or the equivalent	Certificate or Diploma in Childcare and Education Post 16 qualifications at A level or equivalent
Experience	<p>The Teaching Assistant should have experience of:</p> <ul style="list-style-type: none"> working with young children in present, or previous, employment and/or voluntary work (e.g. as a Brownie or Cub leader) 	<p>In addition, the Teaching Assistant might have experience of:</p> <ul style="list-style-type: none"> being a paid worker in school, play schemes, crèches, midday supervision, after-school clubs or similar. working with children with additional needs working as a cover supervisor
Knowledge and understanding	<p>The Teaching Assistant should have knowledge and understanding of:</p> <ul style="list-style-type: none"> the needs of young children their role in safeguarding children. child development and the ways in which children learn. the roles played by various adults in a child's education. questions related to equal opportunities. phonic knowledge 	<p>In addition, the Teaching Assistant might have:</p> <ul style="list-style-type: none"> the confidence and ability to manage the learning of groups of children. additional talents and skills that would be beneficial to the wider school. a willingness to partake in professional development to further knowledge skills and qualifications. Experience of delivering 1:1 support programmes

<p>Skills</p>	<p>The Teaching Assistant will be able to:</p> <ul style="list-style-type: none"> • build a strong positive working relationship with children • help professional staff to achieve their objectives; • work one to one with a special educational needs child, in small groups and as a member of a team; • explain tasks simply and clearly; • supervise and control children, and adhere to defined standards; • accept and respond to authority and supervision; • work with guidance, but under limited supervision; • liaise and communicate effectively with others; • demonstrate good organisational skills; • get involved in professional development, and attend courses; • use their initiative to present and prepare resources suitable for working with pupils 	<p>In addition, Teaching Assistant might also be able to:</p> <ul style="list-style-type: none"> • 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 experience. • monitor, record and make basic assessments about individual progress
<p>Personal characteristics</p>	<p>A calm approach Demonstrates our school values Maintains confidentiality Has an empathic nature Enthusiastic and positive outlook Flexible team player</p>	<p>Demonstrates initiative in the classroom Good communication skills Ability to adapt to a variety of situations Patience and resilience</p>