

Person Specification – Resource Base Teaching Assistant



	Essential	Desirable
Qualifications	- Competent to NVQ Level 2 standard in Supporting Teaching and Learning or equivalent - Willing to pursue further professional development	- NVQ Level 3 in Supporting Teaching and Learning - A paediatric First Aid qualification (or willingness to achieve one) - Evidence of continuing or further professional development - other relevant national or professional qualifications
Experience	Worked / volunteered within an educational setting	- Experience of supporting children with special educational needs - Experience of working with and supporting children in an Early Years setting - Experience of working as a Teaching Assistant in a school environment
Knowledge and understanding	- An understanding of special learning needs such as SEND, ASD, ADHD, Global Delay, Attachment, Physical and Speech & Language needs - Good knowledge of how to support learning, with practical ideas on how to achieve this - Understanding of responsibilities in relation to safeguarding and promoting the welfare of children and young people - Understand the pressure and requirement of each child's need to be nurtured and developed through careful and sensitive support and intervention - Able to work with children in an individual, small group or whole class environment - Excellent interpersonal and communication skills, particularly in relating well to children and adults - Able to motivate and encourage to establish a supportive relationship with children, giving praise and positive recognition to help build self esteem - Able to work independently or as part of a team demonstrating initiative, tact and diplomacy - Able to work collaboratively and constructively as part of a highly motivated staff team	- Background knowledge of the EYFS and National Curriculum - Willing to learn from colleagues and act on advice - General understanding of learning programmes and strategies and how children learn - Able to meet children's needs as required whilst encouraging independence / autonomy - Able to use own initiative to develop resources to support children

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Skills	• Able to work in a way that promotes the safety and wellbeing of children • Excellent organisation and communication skills • Excellent consistent use of spoken and written standard English • Committed to good and productive working relationships with children, colleagues, parents, and the wider community • Flexible and responsive to changing demands with a positive attitude • Competent in the use of IT	• Prepared to undertake specific skills training to support meeting individual needs
Personal Qualities	• High standards of personal organisation • Resilient, passionate, and hard-working • Able to build trust and mutual respect between children, families, and staff • A cheerful disposition and good sense of humour • Energetic, warm, and caring • Able to follow direction and use initiative	