

## Person Specification

### Teaching Assistant

	Essential	Desirable
<b>Qualifications</b>	<p>The Teaching Assistant should have:</p> <ul style="list-style-type: none"> <li>good basic education to GCSE level in literacy and numeracy, (Grade C or above) or the equivalent</li> </ul>	<p>In addition, the Teaching Assistant might have experience of:</p> <ul style="list-style-type: none"> <li>A relevant qualification in Childcare and/or Education</li> <li>Safeguarding training</li> <li>First aid</li> </ul>
<b>Experience</b>	<p>The Teaching Assistant should have:</p> <ul style="list-style-type: none"> <li>Experience of working with children, as a TA, parent or voluntary worker in school</li> <li>Experience of supporting and guiding children to raise standards</li> <li>Experience of leading groups of children</li> </ul>	<p>In addition, the Teaching Assistant might have experience of:</p> <ul style="list-style-type: none"> <li>Delivering taught sessions to a group or class of children</li> <li>Supporting children with SEND</li> <li>Delivering interventions or booster groups</li> </ul>
<b>Knowledge and Understanding</b>	<p>The Teaching Assistant should have knowledge and understanding of:</p> <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>equal opportunities</li> <li>safeguarding</li> <li>modelling a good standard of spoken and written English</li> </ul>	<p>In addition, the Teaching Assistant might have experience of:</p> <ul style="list-style-type: none"> <li>A wide range of SEND</li> <li>Phonics</li> <li>Working with children with a physical disability</li> </ul>
<b>Skills</b>	<p>The Teaching Assistant will be able to:</p> <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>	<p>In addition, the Teaching Assistant might also be able to:</p> <ul style="list-style-type: none"> <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>

