



## Teaching Assistant Person Specification

	Essential	Desirable	Method of assessment
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Good basic education to GCSE level in literacy and numeracy, or the equivalent</li> </ul>	<ul style="list-style-type: none"> <li>A relevant qualification in Childcare and/or Education</li> <li>A First Aid qualification</li> </ul>	Production of applicant's certificates
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience of working with young children on a 1:1 basis</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with young children in play schemes, crèches, after-school clubs or similar</li> <li>Experience of working in the Independent sector</li> </ul>	Application form Interview References
<b>Skills</b>	<ul style="list-style-type: none"> <li>Ability to assist children on an individual basis, in small groups and during whole class work</li> <li>Clearly explain tasks and foster children's independence</li> <li>Can successfully supervise children, modelling defined behaviour management policies</li> <li>Ability to work with guidance, but under limited supervision</li> <li>Liaise and communicate effectively with others</li> <li>Demonstrate good organisational skills</li> </ul>	<ul style="list-style-type: none"> <li>Is able to suggest alternative ways of helping children if they are unable to understand</li> <li>Can describe, in simple terms, the process of behaviour management with children</li> </ul>	Application form Interview references
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Knowledge of the needs of young children</li> <li>An understanding of child development and the ways in which children learn</li> <li>Knowledge of positive behaviour management strategies</li> <li>Knowledge of safeguarding children</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of National Curriculum EYFS, Key Stages 1 and 2</li> <li>Knowledge of how to monitor, record and make basic assessments about individual progress</li> <li>An awareness of the roles played by various adults in a child's education</li> </ul>	Application form Interview References
<b>Personal competencies and qualities</b>	<ul style="list-style-type: none"> <li>Enthusiasm and a positive outlook</li> <li>The ability to work independently and collaboratively as a member of a team</li> <li>Creativity in problem solving together with a willingness to take on or try new approaches and ideas</li> <li>A positive attitude towards professional development and their own learning</li> <li>Reliability and integrity</li> <li>Good personal organisation.</li> <li>Good attendance record</li> </ul>	<ul style="list-style-type: none"> <li>Ability to work under pressure</li> <li>Sense of humour</li> <li>Flexibility</li> </ul>	Application form Interview References