



# TEACHING ASSISTANT PERSON SPECIFICATION

Key Criteria in addition to the statements in the Advert

	Essential	Desirable
Qualifications	<p>The Teaching Assistant should have:</p> <ul style="list-style-type: none"> <li>good basic education to GCSE level in English and Maths, 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> </ul>
Experience	<p>The Teaching Assistant should have:</p> <ul style="list-style-type: none"> <li>Experience of working with young children, perhaps as a parent or voluntary worker (e.g. as a Brownie or Cub leader).</li> </ul>	<p>In addition, the Teaching Assistant might have experience of:</p> <ul style="list-style-type: none"> <li>being a paid worker in play schemes, crèches, midday supervision, afterschool clubs or similar.</li> </ul>
Knowledge and Understanding	<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> </ul>	
Skills	<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>

Assessment of the essential requirements will be by application form, interview and references. This Person Specification outlines the skills, qualifications and experience needed to do this job.

The Person Specification is one of the things used to shortlist candidates for interview and therefore applicants should try to match their skills, experience and qualifications to the Person Specification and put these on their application form.