

Teaching Assistant Person Specification

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