

## 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> <li>• NVQ level 3</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 with SEND</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> <li>• Experience of working with children with complex SEND</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> <li>• Knowledge of Total communication approach</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