The Flourish Federation
Teaching Assistant
Person Specification

Skills and Abilities	Essential	Desirable
Ability to communicate and interact effectively with children	☑	
Ability to use initiative, recognise and identify problems and take appropriate action	☑	
Ability to understand and contribute to educational programmes	☑	
Ability to deal with pupils' physical, medical, emotional and behavioural needs as well as provide individual support as appropriate	☑	
Displays commitment to the protection and safeguarding of children and young people	☑	
Ability to work collaboratively as part of a team	☑	
Good personal organisation and time-keeping	☑	
Knowledge		
Awareness of child development and the range of behaviours expected at different ages and stages of development	☑	
How to support a child whilst encouraging independence	☑	
The importance of planning and evaluation of learning activities	☑	
The importance of adults as role models and the importance of this for Teaching Assistants	☑	
Record keeping systems and procedures used within schools	☑	
School behaviour policies	☑	
Schools' Health and Safety, confidentiality and Equal Opportunities policies	☑	
The legal implications and restrictions covering the recording of personal information, including the Data Protection Act, Children Act and the statementing process		☑
The behaviour patterns that might indicate problems, such as child abuse, substance abuse or bullying		☑
National policies for literacy and numeracy		☑
The resources used to develop literacy and numeracy skills		☑

Has up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people	☑	
Knowledge and experience of support children with SEND need within the classroom		☑
Qualifications and Experience		
At least one years' experience of comparable work in a similar setting and N/SVQ Level 2 in Teaching/Classroom Assistance (or equivalent qualification)	☑	