



The Flourish Federation Teaching Assistant Post *Person Specification*

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



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Has up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people	<input checked="" type="checkbox"/>	
Knowledge and experience of support children with SEND need	<input checked="" type="checkbox"/>	
Knowledge and experience of support children with complex SEND need		<input checked="" type="checkbox"/>
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)	<input checked="" type="checkbox"/>	