

**Person Specification: Teaching Assistant**

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|  | **Essential** | **Desirable** |
| **Qualifications** | 4 GCSEs or equivalent (to include English and Maths) | Appropriate childcare qualification e.g. NVQ level 2 or above  |
| **Experience** | Experience of working with or caring for children of relevant age | Experience of supporting children with special needsExperience of working in a relevant classroom environmentExperience of running intervention groups |
| **Knowledge and understanding** | A knowledge of how to support children with literacy and numeracyAble to use ICT to support children’s learningAn understanding of child development and the processes by which children learn |  |
| **Skills** | Assist children on an individual basis, but also work as a member of a teamAbility to show motivation and initiative when following planning set by the class teacherHelp professional staff to achieve their objectivesGood communication with the ability to explain tasks simply and clearlyLiaise and communicate effectively with other professionalsGood behaviour management strategies. Work with guidance but sometimes under limited supervisionGet involved with professional development and attend relevant coursesDemonstrate good organisational skillsDisplay work effectively and make and maintain basic teaching resourcesBe able to attend to pupils’ needs including social and health | Monitor, record and make basic assessments about individual progressSuggest alternative ways of helping children if they are unable to understand |
| **Personal qualities** | PatienceCalmnessConfidentialityEnthusiasmFlexibilityInitiative |  |