

Teaching Assistant Person Specification

Essential	Desirable
Qualifications and Experience	
Min A* - C grade in GCSE English & Maths or equivalent Level 2 qualifications or equivalent in childcare or support workers in school Experience of working with children who have behavioural support needs with a good knowledge of behavioural management techniques and strategies	Experience of working as a teaching assistant in a school environment Evidence of continuing or further professional development or other relevant national or professional qualifications
Knowledge and Understanding	
Ability to support learning across the Primary Phase, especially in Literacy and Maths with the commitment to raising levels of achievement Recognise that each child has specific needs that need to be nurtured and developed through careful and sensitive support and intervention and understand the pressure and requirement that this entails Ability to work in a small group or whole class environment, making accurate observations, communicating these with feedback to the teacher Excellent interpersonal and communication skills, particularly in relating well to children and adults Ability to motivate and encourage in order to establish a supportive relationship with the children, giving praise and positive recognition to help build self esteem Ability to work independently or as part of a team demonstrating initiative, tact and diplomacy	Willingness to learn from colleagues and act on advice General understanding of national curriculum or other basic learning programmes and strategies and how children learn Ability to meet the children's needs as required whilst encouraging independence/ autonomy of the child Ability to use own initiative to develop resources in order to support small groups of children

Ability to work collaboratively and constructively as part of a highly motivated team, understanding roles and responsibilities and your own position	
Personal Qualities	
Display a sunny, calm and 'can do' attitude with a flexible and adaptable approach to work Committed to our school ethos of 'Every child, matters', with an open minded and non-judgemental approach to student difficulties and backgrounds Committed to providing a high quality support at all times with the confidence to query and make suggestions as part of the team Punctual, organised with good time management skills	Desire and determination to be a lifelong learner and improve personal effectiveness
Expected Behaviour	
A good understanding of the need for strict confidentiality and integrity in carrying out duties Possessing high expectations for pupil progress and achievement	Awareness of equalities and anti discriminatory practices and safeguarding of children Understanding of relevant policies/codes of practice and awareness of relevant legislation