**PERSON SPECIFICATION FOR TEACHING ASSISTANT**

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|  **Essential**  | **Desirable**  | **Do you meet the essentials** **YES/NO** | **How do you meet them or what do you need to do in order to meet them?** |
| Qualifications  | Good basic education to GCSE level in literacy and numeracy, or the equivalent  | Certificate or Diploma in Childcare and Education  |  |  |
| Experience  | The TA should have experience of: working with young children, perhaps as a parent or voluntary worker (e.g. as a Brownie or Cub leader).  | In addition, the TA might have experience of: being a paid worker in play schemes, crèches, midday supervision, after-school clubs or similar.  |  |  |
| Knowledge and understanding Personal characteristics | The TA should have knowledge and understanding of: the needs of young children; child development and the ways in which children learn; the roles played by various adults in a child’s education; questions related to equal opportunities. Calmness Confidentiality Empathy Enthusiasm Flexibility Initiative |  |  |
| Skills | **Essential**The TA will be able to: help professional staff to achieve their objectives; assist children on an individual basis, but also work as a member of a team; explain tasks simply and clearly; supervise and control children, and adhere to defined standards; accept and respond to authority and supervision; work with guidance, but under limited supervision; liaise and communicate effectively with others; demonstrate good organisational skills; get involved in professional development, and attend courses; display work effectively, and make and maintain basic teaching resources. | ***Desirable****In addition, the TA might also be able to:* monitor, record and make basic assessments about individual progress suggest alternative ways of helping children if they are unable to understand; describe, in simple terms, the process of behaviour management with children; identify gaps in their own experience that they need help in filling; demonstrate the ability to learn and adapt from past experience | **Do you meet the essentials** **YES/NO** | **How do you meet them or what do you need to do in order to meet them?** |
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