**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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