



Person Specification: Teaching Assistant – Early Years

	Essential	Desirable
Qualifications	Excellent numeracy/literacy skills equivalent to minimum GCSE Grade 4 (C).	Teaching Assistant NVQ3 or beyond ICT Qualifications
Experience	At least 2 years' experience as a TA or experience of working with children, with evidence of recent training undertaken. Experience of working in a Early Years setting.	Experience of working across the Primary age range.
Knowledge and understanding	Knowledge and understanding of: <ul style="list-style-type: none"> • 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; • how children learn and how to motivate them; • supporting children with special educational needs. • guidance and requirements around safeguarding children 	Understanding of the National Curriculum Training in relevant Teaching and Learning Strategies Understanding of curriculum expectations in the Early Years
Skills	A TA at Southfields will be expected to: <ul style="list-style-type: none"> • 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, under limited supervision; • build effective working relationships with pupils and adults; • liaise and communicate effectively with others; • demonstrate good organisational skills; • use excellent verbal communication and active listening skills; • engage in professional development, and attend courses; • display work effectively, and make and maintain basic teaching resources; • address misunderstandings and unpick misconceptions; • model acceptable behaviour; • extend children's thinking skills; • suggest ways of developing learning; 	In addition, they might also be able to: <ul style="list-style-type: none"> • suggest alternative ways of helping children if they are unable to understand; • identify gaps in their own experience that they need help in filling; • demonstrate the ability to learn and adapt from past experience; • liaise with the SENCO and outside agencies. • Good IT skills,



Southfields Primary School

• Good Learners • Accepting • Respect • Kindness

	<ul style="list-style-type: none">• encourage good social skills;• update assessments and IEPs.	particularly using ICT to support learning
Personal characteristics	<ul style="list-style-type: none">• Enjoyment of, and enthusiasm for working with children• Show empathy through sensitivity and understanding, to help build good relationships with pupils• A commitment to getting the best outcomes for each pupil, and promoting the ethos and values of the school• Commitment to maintaining confidentiality at all times• Commitment to safeguarding pupils' wellbeing and equality• Resilient, positive, forward-looking and enthusiastic about making a difference	Capacity to inspire, motivate and challenge children and young people