



Person Specification: Teaching Assistant

	Essential	Desirable
Qualifications	Very good numeracy/literacy skills equivalent to GCSE grade C and above. NVQ 3 for Teaching Assistant (or recognised equivalent qualification).	Certificate or Diploma in Childcare and Education
Experience	At least 2 years experience as a TA or experience of working with children, with evidence of recent training undertaken	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. 	Understanding of the National Curriculum
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 	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



Southfields Primary School

• Good Learners • Accepting • Respect • Kindness

	<p>limited supervision;</p> <ul style="list-style-type: none"> • liaise and communicate effectively with others; • demonstrate good organisational 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; • encourage good social skills; • update assessments and IEP's 	<p>outside agencies.</p>
<p>Personal characteristics</p>	<ul style="list-style-type: none"> • <i>Calm</i> • <i>Able to maintain confidentiality</i> • <i>Empathy</i> • <i>Enthusiasm</i> • <i>Flexibility</i> • <i>Initiative</i> • <i>Professional at all times</i> 	