



Person Specification: Teaching Assistant

	Essential	Desirable
Qualifications	Good basic education to GCSE level in literacy and numeracy, or the equivalent	Certificate or Diploma in Childcare and Education NNEB or equivalent
Experience	Satisfactory experience as a TA or experience of working with children, with evidence of INSET undertaken.	Experience of working across the Primary age range, with particular focus on Early Years children for the Early Years positions.
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. 	The National Curriculum structure

Skills	<p>A TA at Southfields will be expected to:</p> <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; • 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; • clear up misunderstandings and sort out misconceptions; • model acceptable behaviour; • extend children's thinking skills; • suggest ways of developing learning; • encourage good social skills; • update assessments and IEP's 	<p>In addition, they might also be able to:</p> <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.
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Southfields Primary School

Personal characteristics	Calmness Confidentiality Empathy Enthusiasm Flexibility Initiative Sense of adventure	
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