**PERSON SPECIFICATION**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Qualifications** | The Teaching Assistant should have:   * Good basic education. | In addition, the Teaching Assistant might have experience of:   * GCSE level in literacy and numeracy or the equivalent (Level 2) in both subjects. * A relevant qualification in Childcare and / or Education. |
| **Experience** | The Teaching Assistant should have:   * Experience of working with young people. | In addition, the Teaching Assistant might have experience of :   * Working with students whose first language is not English. * Working with students with ASD/ADHD/SEMH/Dyslexia etc * Small group intervention for literacy/numeracy |
| **Knowledge and Understanding** | The Teaching Assistant should have knowledge and understanding of:   * The needs of students. * Child Development and ways in which young people learn. * The roles played by various adults in a student’s education. * Behaviour Management strategies. * Equal opportunities. * Safeguarding. | In addition, the Teaching Assistant might also be able to:   * Monitor record and make basic assessments about individual progress. * Suggest alternative ways of helping students if they are unable to understand. * Describe in simple terms, the process of behaviour management with students. * Identify gaps in their own experience that they need help in filling |

|  |  |  |
| --- | --- | --- |
| **Skills** | The Teaching Assistant will be able to:   * Help professional staff to achieve their objectives; * Assist students on an individual basis, in small groups and whole class work. * Explain tasks simply and clearly and foster independence. * Supervise students, and adhere to defined Behaviour Management Policies. * Accept and respond to authority and supervision. * Liaise and communicate effectively with others. * Demonstrate good organisational skills * Reflect on and develop professional practice. * Display work effectively, and make and maintain basic teaching resources. | * Demonstrate the ability to learn and adapt from past experience. |