**PERSON SPECIFICATION**

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|  | **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.
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| **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
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| **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
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| **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.
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