

PERSON SPECIFICATION - TEACHING ASSISTANT



	Essential	Desirable
Qualifications	A minimum of a Level 3 childcare qualification	Evidence of continuous INSET and commitment to further professional development
Experience	The teaching assistant should have experience of working with individual or groups of children in an Early Years setting.	Working in partnership with parents. Experience of the independent schools sector. Some experience of supervising primary aged pupils.
Knowledge and understanding	<p>The teaching assistant should have knowledge and understanding of:</p> <p>The theory and practice of providing effectively for the individual needs of Early Years children (e.g. classroom organisation and learning strategies);</p> <p>Outstanding pastoral care and safeguarding of children;</p> <p>Curriculum awareness of the requirements at the appropriate age;</p> <p>The positive links necessary within school and with all its stakeholders;</p> <p>Effective teaching support and learning styles.</p>	Some awareness and experience of the Early Years Framework and how it applies to assessment for children of this age.
Skills	<p>The teaching assistant will be:</p> <p>Inspirational, committed and highly effective and dedicated to achieving the best outcome for every individual child both inside and outside the classroom;</p> <p>Committed to the personal development of pupils and be driven to attain and maintain our ethos;</p> <p>Able to promote the school's aims positively, and use effective strategies to monitor motivation and morale;</p> <p>Able to develop good working relationships with colleagues and have the ability to work well within a team whilst promoting the best interests of the school;</p>	<p>In addition, the teaching assistant might also:</p> <p>Know how to motivate and challenge more able learners in particular.</p>

	<p>Able to establish and develop close relationships with parents, Directors and the school community;</p> <p>Able to communicate effectively orally to a variety of audiences;</p> <p>Able to support a happy, challenging and effective learning environment.</p>	
Personal characteristics	<p>Organised, resourceful, an excellent time keeper, approachable, committed, empathetic, and enthusiastic;</p> <p>With a sense of humour and the ability to make learning fun.</p> <p>Sympathetic to the aims and ethos of our school</p> <p>Patient and Resourceful</p>	

Candidates should address all of the above criteria in their application form, referring where appropriate to actual experience. In addition the interview will explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children
- Ability to form and maintain appropriate relationships and personal boundaries with children
- Behaviour management strategies with respect to children's needs