



St Nicholas Church of England Primary School
Person Specification for Teaching and Learning Assistant

	Essential	Desirable
Qualifications	<p>The Teaching Assistant should have:</p> <ul style="list-style-type: none"> • good basic education to GCSE level in English and Mathematics or the equivalent (there will be an online basic skills test as part of the process). 	<p>In addition, the Teaching Assistant might have experience of:</p> <ul style="list-style-type: none"> • A relevant qualification in Childcare and/or Education
Experience	<p>The Teaching Assistant should have:</p> <ul style="list-style-type: none"> • Experience of working with children (we will watch you interact with a small group, as part of the process) 	<p>In addition, the Teaching Assistant might have experience of:</p> <ul style="list-style-type: none"> • work in play schemes, crèches, midday supervision, after-school clubs or similar. • Experience of delivering a phonics programme and teaching early reading.
Knowledge and Understanding	<p>The Teaching Assistant should have knowledge and understanding of:</p> <ul style="list-style-type: none"> • the different needs of children; • child development and the ways in which children learn; 	<p>The Teaching Assistant might have knowledge and understanding of:</p> <ul style="list-style-type: none"> • the roles played by various adults in a child's education; • special education needs, English as an additional language etc • behaviour management strategies; • equal opportunities • safeguarding and child protection
Skills	<p>The Teaching Assistant will be able to:</p> <ul style="list-style-type: none"> • help staff to achieve their objectives; 	<p>In addition, the Teaching Assistant might also be able to:</p>

	<ul style="list-style-type: none"> • assist children on an individual basis, in small groups and at times, be responsible for the whole class; • build strong relationships with children, being positive and kind, and understanding that behaviour is a form of communication • explain tasks simply and clearly and foster independence; • adhere to defined policies; • accept and respond to authority and supervision; • work with guidance, but under limited supervision; • liaise and communicate effectively with others; • demonstrate good organisational skills; • reflect on and develop professional practice; • make and maintain basic teaching resources. 	<ul style="list-style-type: none"> • monitor, record and make basic assessments about individual progress • 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.
<p>Personal Qualities</p>	<p>The Teaching Assistant will be able to:</p> <ul style="list-style-type: none"> • support the Christian ethos of the school • care about the needs and welfare of children • support other members of the team • be calm under pressure • ensure confidentiality • be flexible and willing to change plans • show initiative and be enthusiastic • be punctual and reliable • be professional, smart and a good role model 	