

PERSON SPECIFICATION: TEACHING ASSISTANT

Category	Requirements	Essential/ Desirable	Method of Assessment ¹
Education/Training	Good numeracy/literacy skills	Essential	A
	Requirement to participate in training/development as/when identified by line manager as essential for performance of the post	Essential	A, I
	Willingness to participate in other development and training opportunities	Essential	A, I
	Completion of DCC TA Induction Programme, or (if not completed) a requirement to do so, ideally within first 6 months of appointment	Essential	A, I
	NVQ 2or 3 for Teaching Assistants or equivalent qualifications/experience	Desirable	A
	Training in the relevant learning strategies e.g. literacy	Desirable	A, I
Experience	Working with or caring for children of relevant age, or completion of the DCC TA Access Course	Essential	A, I
Knowledge	Basic understanding of child development and learning	Essential	A, I
	Understanding of relevant policies/codes of practice and awareness of relevant legislation	Desirable	A, I
	General understanding of national/foundation stage curriculum and other basic learning programmes	Desirable	A, I
Skills/Abilities	Ability to effectively use ICT to support learning, or to undertake training to do so	Essential	A, I
		Essential	I
	Ability to self-evaluate learning needs and actively seek learning opportunities	Essential	A, I
	Ability to work constructively as part of a team, to understand classroom roles and responsibilities and own position within those		
Personal Qualities	Enjoyment of working with children	Essential	A, I
	Sensitivity and understanding, to help build good relationships with pupils	Essential	A, I
	A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	Essential	A, I

¹ Key for Method of Assessment:

A – Application I – Interview