

Teaching Assistant Person Specification

Skills and Abilities	Essential	Desirable	Assessed by
Good behaviour management and ability to form positive relationships with children and parents	✓		Interview and References
Contribute to the creation of a stimulating learning environment that motivates learners	✓		Application and References
Have very high expectations for achievement	✓		Application, Interview and References
Effective contribution to planning that enables all learners to make good progress (plan, monitor and assess)	✓		Application, Interview and References
Communicate effectively and form positive relationships (demonstrate good communication skills both written and spoken)	✓		Application, Interview and References
Contribute positively to the staff team (Work independently and as part of a team)	✓		Application, Interview and References
Contribute to a range of teaching, learning and pastoral activities	✓		Application, Interview and References
Knowledge			
Of child development	✓		Application and Interview
Of a range of teaching and learning approaches	✓		Application and Interview
Of the EYFS/National Curriculum and practice	✓		Application and Interview
Of how to adapt provision/activities to meet the needs of pupils	✓		Application and Interview
Of a range of assessment system for used for children with SEND		✓	Application and Interview
Of a range of SEND areas and how these impact on children's learning, communication and behaviour	✓		Application and Interview
Of policies and procedures relating to child protection, health and safety, equal opportunities and safeguarding	✓		Application and Interview
Of maintaining confidentiality	✓		Application and Interview
Qualifications and Experience			
First Aid certificate		✓	Application and Interview
GCSE at A* - C in English and mathematics or equivalent		✓	Application and Interview
Experience of working in a school, nursery, or playgroup both with small groups and individuals	✓		Application and Interview
Experience of working with children with complex needs/SEND	✓		Application and Interview
Up to date ELSA qualification and evidence of delivering impactful interventions		✓	Application and Interview
Working effectively with other adults in the classroom	✓		Application, Interview and References
Willingness and motivation to participate in any training or development required to improve skills/performance	✓		Application and Interview

Personal qualities			
Enthusiasm and positive attitude	✓		Interview
The ability to sustain a high level of work output	✓		Interview and References
Resilient	✓		Interview and References
Empathetic	✓		Interview and References
Flexible and adaptable	✓		Interview and References
Shows initiative	✓		Interview and References
High expectations of self and others	✓		Interview and References
Solution focused	✓		Interview and References
Team player	✓		Interview and References
Good sense of humour	✓		Interview and References