**Person Specification – Teaching Assistant** 

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| Essential experience | Desirable experience | Method of Assessment |
| * Ability to retain employment or a voluntary position that has required being punctual, reliable, resilient, flexible and hardworking. | * Working with children in a mainstream or specialist education setting (paid or voluntary) * Teaching of maths and writing (including spelling, punctuation and grammar) to small groups * Taking guided reading groups | Application and reference |
| Essential education and training | Essential education and training | Method of Assessment |
| * A good standard of written and spoken English and mathematics * (including strong passes in English and Maths GCSE’s/O’ Levels) * ICT skills * Attend, on occasions, school staff meetings and whole, or part, of staff training days when appropriate | * First aid training * Teaching Assistant qualification | Application and certificates |
| Essential professional skills and knowledge | Desirable professional skills and knowledge | Method of Assessment |
| * Establish positive relationships with pupils and parents * Work constructively as part of a team, understanding classroom roles and responsibilities, your role within these and willingness to ‘go the extra mile’ * Work equally under direction from the class teacher or under own initiative, including being responsible for the class on occasions. * Practical and organisational skills to contribute to the preparation, management and use of educational resources * Monitor and react to pupil’s response to learning activities and, where appropriate, be proactive to modify or adapt the activities to meet the pupil’s needs * Proactive. * Ability to maintain trust and confidentiality where appropriate | * Knowledge of Safeguarding * An awareness of special educational needs * Developing and creating age appropriate educational activities | Application, interview and reference |