

Person Specification

West Park School

Job Title: Teaching Assistant
 Line Manager: Inclusion Manager & SENDCo
 Grade: LGPS Point 5 - 6

This person specification should be used in relation to the relevant Job Description

	Essential	Desirable
Qualifications	<p>The Teaching Assistant should have:</p> <ul style="list-style-type: none"> • good basic education to GCSE level in literacy and numeracy, or the equivalent 	<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 young children, perhaps as a parent or voluntary worker (e.g. as a Brownie or Cub leader). • Experience of working positively with pupils with EHC Plans and complex needs required. 	<p>In addition, the Teaching Assistant might have experience of:</p> <ul style="list-style-type: none"> • being a paid worker in play schemes, crèches, midday supervision, after-school clubs or similar. • working in a school setting or similar setting
Knowledge and Understanding	<p>The Teaching Assistant should have knowledge and understanding of:</p> <ul style="list-style-type: none"> • the needs of young children; • child development and the ways in which children learn; • the roles played by various adults in a child's education; 	

	<ul style="list-style-type: none"> • behaviour management strategies; • equal opportunities • safeguarding 	
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<p>Skills</p>	<p>The Teaching Assistant will be able to:</p> <ul style="list-style-type: none"> • help professional staff to achieve their objectives; • assist children on an individual basis, in small groups and whole class work; • explain tasks simply and clearly and foster independence; • supervise children, and adhere to defined behaviour management 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; • display work effectively, and make and maintain basic teaching resources. 	<p>In addition, the Teaching Assistant might also be able to:</p> <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; • describe, in simple terms, the process of behaviour management with children; • identify gaps in their own experience that they need help in filling; • demonstrate the ability to learn and adapt from past experience.
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