**Teaching Assistant - Person Specification**

Name of school: Wadsworth Fields Primary School

Job Title: Teaching Assistant

Grade 3 Teaching Assistant

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|  | **Essential** | **Desirable** |
| **Qualifications** | **The Teaching Assistant should have:**   * Good literacy and numeracy skills gained from general education or prior relevant experience or skills. * The ability to communicate clearly and demonstrate a good standard of written and spoken English. * NNEB/NVQ | **In addition, the Teaching Assistant might have:**   * GCSE English & Maths (Grade C or above) or the equivalent * A relevant qualification in Childcare and/or Education |
| **Experience** | **The Teaching Assistant should have:**   * Experience of working in KS2 * Experience of delivering intervention groups with proven impact * Experience of working within a team, able to work under direction, flexible when required to be so. * Experience of forming positive relationships with parents and communicating effectively with them | **In addition the Teaching Assistant might have:**   * Experience of delivering PPA sessions * Experience of providing whole class cover |
| **Knowledge and Understanding** | **Knowledge & understanding of:**   * The National Curriculum * Teaching reading and phonics * Positive behaviour management strategies * Safeguarding | **Knowledge and understanding of:**   * Tools for measuring progress of children with SEN – for example: B Squared |

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| **Skills** | **The Teaching Assistant will be able to:**   * Support children on an individual basis, within small groups and whole class activities * Record any observations and report as required. * Communicate tasks effectively and foster independence; * Adhere to defined behaviour management policies * Work with guidance, but under limited supervision * Liaise and communicate effectively with others * Demonstrate good organisational skills * Create and maintain basic teaching resources * Take part in all relevant training and show a commitment to   one’s own professional development   * Demonstrate the ability to learn and adapt from past experience. | **In addition, the Teaching Assistant might also be able to:**   * Monitor, record and make basic assessments about individual progress * Suggest alternative strategies to support a child to make progress * Provide an after-school club to create extra curricular opportunities for our children |
| **Personal Characteristics** | **The Teaching Assistant will be able to demonstrate:**   * A desire to make a real difference to our children * High expectations of achievement and behaviour * A caring, patient attitude and ability to remain calm * Enthusiasm and a positive attitude, putting the children at the heart of everything we do * An ability to use their initiative * An understanding of confidentiality * Resilience and flexibility |  |