**Teaching Assistant - Person Specification**

Name of school: Wadsworth Fields Primary School

Job Title: Teaching Assistant

Grade 3 Teaching Assistant

|  |  |  |
| --- | --- | --- |
|  | **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
 |

|  |  |  |
| --- | --- | --- |
| **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
 |  |