



Person Specification: H4 Teaching Assistant

Grade: H4

| | Essential | Desirable |
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| Qualifications | Good basic education to GCSE level in literacy and numeracy, or the equivalent | Relevant qualification in Childcare and/or Education |
| Experience | Experience of working with young children Experience of providing cover supervision for classes in the absence of a teacher | |
| Knowledge and Understanding | Knowledge and understanding of: <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; • behaviour management strategies; • equal opportunities • safeguarding | |

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| Skills | <p>The ability to:</p> <ul style="list-style-type: none"> • help professional staff to achieve their objectives; • assist children on an individual basis, in small group 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 ability 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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