

Person Specification



Name of school: Marlborough St Mary's CE Primary School
 Job Title: Teaching Assistant

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Good standard of basic education • GCSE Grade C or above in Maths & English or equivalent 	In addition, the Teaching Assistant might have experience of: <ul style="list-style-type: none"> • A relevant qualification in Childcare and/or Education • Recognised Teaching Assistant qualification
Experience	<ul style="list-style-type: none"> • Experience of working as Teaching Assistant 	In addition, the Teaching Assistant might have experience of: <ul style="list-style-type: none"> • Working with children with special educational needs • Being a paid worker in play schemes, crèches, midday supervision, after-school clubs or similar
Knowledge and Understanding	The Teaching Assistant should be willing to gain knowledge of the learning processes and specific needs of the children and have some knowledge and understanding of: <ul style="list-style-type: none"> • 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 	

Skills	<p>The Teaching Assistant will be able to:</p> <ul style="list-style-type: none"> • demonstrate high levels of literacy and numeracy skills in order to support upper KS2 children with class work • 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; • 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. • monitor, record and make basic assessments about individual progress • demonstrate the ability to learn and adapt from past experience. 	<p>In addition, the Teaching Assistant might also be able to:</p> <ul style="list-style-type: none"> • 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;
Personal characteristics	<ul style="list-style-type: none"> • Calmness • Patience • Confidentiality • Empathy • Enthusiasm • Flexibility • Initiative • Good sense of humour 	