

Person Specification – Teaching Assistant

Main purpose of this role

To support the learning and pastoral needs of pupils throughout the school.

Attributes	Essential	Desirable
To support Qualifications and experience	• Successful experience of working as a teaching assistant in a school or early years environment • Proficiency in mathematics, written and spoken English	• Evidence of continuing or further professional development or other relevant national or professional qualifications • Recognised TA qualification • Grade A* - C in GCSE English and Maths (or equivalent)
Knowledge, understanding and skills	• Clear understanding of safeguarding and child protection procedures and the teaching assistant's role and responsibilities • Understanding of and commitment to working with children with a high level of additional needs • Good understanding of the varied needs of children as they develop socially and academically • Ability to support learning across the primary age-range • Ability to work with children 1 to 1, in a small group or with the whole class, ensuring their safety and access to learning activities • Promote good pupil behaviour, and deal promptly with conflict and incidents • Ability to undertake pupil record keeping as requested • Ability to meet the child's learning, physical, medical and emotional needs as required whilst encouraging and developing independent skills • Ability to motivate and encourage in order to establish a supportive relationship with children, giving praise and positive recognition to help build self esteem • Ability to use own initiative to develop resources or adapt lessons	• Specific experience with children in Early Years Foundation Stage or with children who have Special Educational Needs • Knowledge of Makaton • Experience of or training in de-escalation strategies

	in order to support small groups of children • Basic IT proficiency for organisational purposes (e.g. use email, complete online forms etc) • Ability to take the lead with whole classes in the short-term absence of the teacher • Able to give constructive feedback to pupils on their learning	
Personal skills and attributes	• Commitment to inclusive education • Involvement in and commitment to all aspects of school life • Enthusiastic and positive, approachable, accessible and flexible • Punctual and organised with good time management skills • Emotional resilience and sense of humour • Ability to work collaboratively and constructively with colleagues throughout the school • Able to work positively and sensitively with parents/carers, particularly those who are harder to engage • Capacity to be a positive role model who will consistently promote high expectations amongst pupils and staff	
The Clarendon Federation of Schools is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All applicants will be subject to a full Disclosure and Barring Service check before appointment is confirmed.		