



## Person Specification: Teaching Assistant

The Four Cs MAT is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments involve regulated activity and are subject to an Enhanced DBS disclosure and two successful references. Online searches are carried out on all shortlisted candidates.

	Essential	Desirable
<b>Qualifications and experience</b>	<p>Good general knowledge of English and Maths to GCSE level or equivalent.</p> <p>NVQ level 2 in a relevant subject, eg childcare for education.</p>	<p>Experience of working with children with specific learning difficulties.</p> <p>Experience of working with children who have a wide variety of educational needs.</p> <p>Experience of working with children with speech and/or language difficulties.</p> <p>Two years' experience as a TA</p>
<b>Knowledge and understanding</b>	<p>Have knowledge and understanding of:</p> <ul style="list-style-type: none"> <li>- how children develop;</li> <li>- how to support children in literacy and numeracy;</li> <li>- supporting children with Special Educational Needs;</li> <li>- how children learn and how to motivate them.</li> </ul>	<p>Knowledge and understanding of Primary Curriculum</p> <p>Understanding of how children's achievements are assessed and recorded</p>
<b>Skills</b>	<p>Be able to:</p> <ul style="list-style-type: none"> <li>- work with an individual or a group;</li> <li>- reinforce teaching points during teacher input;</li> <li>- address and resolve misunderstandings misconceptions;</li> <li>- teach new concepts as agreed with the class teacher;</li> <li>- model acceptable behaviour;</li> <li>- provide strategies for spelling, reading, number skills;</li> </ul>	<p>Be able to:</p> <ul style="list-style-type: none"> <li>- provide support to less experienced TAs.</li> <li>- contribute to and offer ideas for weekly planning based on the needs of the children they have worked with</li> </ul>

	<ul style="list-style-type: none"> <li>- extend children's thinking skills;</li> <li>- assess children's understanding of text and reading skills;</li> <li>- assess children's understanding of maths concepts;</li> <li>- discuss with children their understanding of learning objectives;</li> <li>- suggest ways of developing learning;</li> <li>- encourage good social skills;</li> <li>- update assessments and support learning as identified in Education, Health and Care Plans and Edukey</li> <li>- liaise with the SENCO and outside agencies</li> </ul>	
<b>Personal characteristics</b>	Calm Confident Cooperative Empathetic Enthusiastic Flexible Able to use own initiative	Creative Be able to work as part of a team