



PERSON SPECIFICATION – TEACHING ASSISTANT

Category	Attributes	Essential Criteria	Desirable Criteria	Evidence
Qualifications	<ul style="list-style-type: none"> Excellent standard of English grammar GCSE at C+ in English and Mathematics, or the equivalent NVQ Level 3 or equivalent qualifications A relevant qualification in Childcare and/or Education 	✓ ✓ ✓	✓	Application
Experience	<ul style="list-style-type: none"> Have experience of working with young children Have been in paid employment in a play scheme, crèche, after-school club, as a midday supervisor or similar 	✓	✓	Application
Knowledge and Understanding	<ul style="list-style-type: none"> Understand the needs of young children Knowledge of child development and the ways in which children learn Knowledge of behaviour management strategies Knowledge of safeguarding 	✓ ✓ ✓ ✓		Application and Interview
Skills and Personal Qualities	<ul style="list-style-type: none"> Is passionate about the need to ensure high achievement for all groups of pupils Able to liaise and communicate effectively with others Able to supervise children, and adhere to defined behaviour management policies Able to assist children on an individual basis, in small groups and whole class work Able to explain tasks simply and clearly and foster independence Able to suggest alternative ways of helping children if they are unable to understand Able to monitor, record and make basic assessments about individual's progress Can demonstrate good time management and organisational skills Able to reflect on gaps in their own experience and develop professional practice 	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓		Application and Interview

West Thurrock Academy is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work.