

**PERSON SPECIFICATION**

**JOB TITLE: General Teaching Assistant**

| **Essential upon appointment** | **Desirable on appointment** (if not attained, development may be provided for successful candidate) |
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| **Knowledge** |  |
| * An awareness of child/young person’s development and learning
* An understanding that children/Young people have differing needs
 | * Good understanding of child development and learning processes
* Knowledge of Behaviour management techniques
* Knowledge of Child Protection and Health & Safety policies and procedures
* Knowledge of inclusive practice
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| **Experience** |  |
| * Experience appropriate to working with children in an learning environment
* Experience of working with children diagnosed with ASD
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| **Qualifications** |  |
| * Relevant NVQ Level 2 qualification or equivalent
 | * Relevant NVQ level 3
* Appropriate first aid training (Dependent on the schools needs - insert as appropriate)
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| **Occupational Skills*** Good written and verbal communication skills: able to communicate effectively and clearly and build relationships with a range of staff, children, young people, their families and carers
* Good reading, writing and numeracy Skills
 | * Basic ICT Skills
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| **Personal Qualities** |  |
| * Demonstrable interpersonal skills.
* Ability to work successfully in a team.
* To work with outside agencies who support the development programme for children with additional needs.
* Confidentiality
* Flexibility
 | * Creativity
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| **Other Requirements** |  |
| * Enhanced DBS Clearance
* To be committed to the school’s policies and ethos
* To be committed to Continuing Professional Development
* Motivation to work with children and young people
* Ability to form and maintain appropriate relationships and personal boundaries with children and young people
* Emotional resilience in working with challenging behaviours and attitudes
* Ability to use authority and maintaining discipline
* An empathy for equality & diversity
* The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post
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