**PERSON SPECIFICATION**

**JOB TITLE: General Teaching Assistant**

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| **Essential upon appointment** | **Desirable on appointment** |
| **Knowledge** |
| * An awareness of child development and learning
* An understanding that children have differing needs
 | * 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 a classroom learning environment
 | * Experience of supporting pupils in small groups and 1:1 which result in accelerated progress
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| **Qualifications** |
| * Relevant NVQ Level 2 qualification or equivalent
 | * Relevant NVQ level 3
* Appropriate first aid training
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| **Occupational Skills** |
| * Good written and verbal communication skills
* able to communicate effectively
* build relationships with a range of staff, children, and their families
* 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
* Confidentiality
 | * Creativity
* Flexibility
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| **Other Requirements**  |
| * Enhanced DBS Clearance
* To be committed to the federation’s policies and culture
* To be committed to professional learning opportunities
* Motivation to work with children
* 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
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