**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 |
| **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 |
| **Qualifications** | |
| * Relevant NVQ Level 2 qualification or equivalent | * Relevant NVQ level 3 * Appropriate first aid training |
| **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 |
| **Personal Qualities** | |
| * Demonstrable interpersonal skills * Ability to work successfully in a team * Confidentiality | * Creativity * Flexibility |
| **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 |  |