**PERSON SPECIFICATION**

**JOB TITLE: Advanced Teaching Assistant**

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| **Essential upon appointment** | **Desirable on appointment** | **Assessed by** |
| **Knowledge** | | |
| * Good understanding of child/ young people’s development and learning processes * Understanding of individual children and young people’s needs * An understanding that children have differing needs and knowledge of inclusive practice | * Knowledge of Behaviour Management techniques * Knowledge of Child Protection policies & Procedures * Knowledge of Health & Safety legislation | Application form  Interview |
| **Experience** | | |
| Appropriate experience working with children in an education setting | * Experience in other relevant skills e.g. art/music/sport * Experience of delivering evidence based interventions that lead to accelerate learning | Application form  Interview |
| **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 * Behaviour management * Good reading, writing and numeracy skills | Demonstrable ICT skills and ability to use them as part of the learning process, or, the ability to develop ICT skills in a reasonable timeframe | Application form  Interview |
| **Qualifications** | | |
| Relevant NVQ Level 3 or equivalent | Appropriate first aid training | Application form |
| **Personal Qualities** | | |
| * Demonstrable interpersonal skills * Ability to work successfully in a small team * Able to exercise judgement * Confidentiality * Flexibility | * Creativity | Application form  Interview |
| **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 |  | Application form  Interview |