**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
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