**PERSON SPECIFICATION**

**JOB TITLE: Advanced Teaching Assistant**

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| **Essential upon appointment** | **Desirable on appointment** |
| **Knowledge*** Good working knowledge of Early Years Foundation Stage curriculum and practices
* Good understanding of child/ young people’s development and learning processes
* Understanding of individual children and young people’s needs
* An understanding that children/Young people have differing needs and knowledge of inclusive practice
 | * Knowledge of Behaviour Management techniques
* Knowledge of Child Protection policies & Procedures
* Knowledge of Health & Safety legislation
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| **Experience*** Appropriate experience working with children in an Early Years education setting
 | * Experience in other relevant skills e.g. art/music/sport
* Experience of delivering evidence based interventions that accelerate learning
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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
* 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
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| **Qualifications** * GCSE (or equivalent) in English & Maths grade C or above
 | * Relevant NVQ Level 3 or equivalent
* Appropriate first aid training
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| **Personal Qualities*** Demonstrable interpersonal skills
* Ability to work successfully in a team
* Able to exercise judgement
* Confidentiality
* Flexibility
* Resilience
 | * 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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