 **PERSON SPECIFICATION**

**JOB TITLE: General Teaching Assistant (Special School)\_\_\_\_\_**

| **Essential upon appointment** | **Desirable on appointment** (if not attained, development may be provided for successful candidate) |
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| **Knowledge** |  |
| * An awareness of child/young person’s development and learning
* An understanding that children/Young people have differing needs
* An awareness of the needs of children and young people with learning, sensory and physical difficulties
 | * Knowledge of child protection legislation and safeguarding procedures
* Knowledge of Health & Safety legislation and procedures for reporting accidents
* Knowledge of behaviour management techniques
* An understanding of independent learning and inclusion of all pupils
* Knowledge of complex associated needs e.g. behaviour, medical, physical, sensory, autism
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| **Experience** |  |
| * Experience of working with children and young people
 | * Experience of working with children and young people with learning, sensory or physical difficulties in an learning environment
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| **Occupational Skills** |  |
| * Ability to work successfully in a team.
* Confidentiality
* Good written and verbal communication skills: able to communicate effectively and build good relationships with all teachers, children, young people, families and carers
* Good reading, writing and numeracy skills
* Demonstrable ICT skills and ability to use them as part of the learning process
* Observation skills
* Ability to informally risk assess conditions and make appropriate decisions in emergency situations
* Ability to prevent and /or manage challenging behaviour.
* Caring skills
* Ability to be solution focused
* Ability to relate to children & young people
 | * Creativity
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| **Qualifications** |  |
| * NVQ level 2 qualification in supporting teaching and learning or equivalent or achievement within a reasonable timescale.
* Willingness to undertake training to meet the requirements of the role e.g. manual handling, first aid training
 | * Working towards or willingness to undertake NVQ level 3 in a relevant subject
* First Aid qualification
* Level 2 qualification or equivalent to evidence good numeracy and literacy skills
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| **Other Requirements** |  |
| * 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 and injurious behaviours and attitudes
* Ability to use authority and maintaining discipline
* An empathy for equality & diversity
* Flexibility
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