

Person Specification

General Teaching Assistant & Before and After School Club (BASC) Assistant

| Criteria | Essential | Desirable |
|--|-----------|-----------|
| Qualifications | | |
| Maths and English GCSE | X | |
| Relevant NVQ Level 2 or 3 qualification or equivalent | | X |
| Food hygiene certificate | | X |
| Experience | | |
| Experience appropriate to working with children in a learning environment | X | |
| Knowledge and Skills | | |
| An awareness of child/young person's development and learning | X | |
| Knowledge of Child Protection and Health & Safety policies and procedures | | X |
| Good understanding of child development and learning processes | | X |
| An understanding that children/Young people have differing needs | X | |
| Knowledge of Behaviour management techniques | | X |
| Knowledge of inclusive practice | | X |
| 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 | X | |

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| Ability to use authority and maintain discipline | X | |
| Good reading, writing and numeracy skills | X | |
| Basic ICT Skills | X | |
| Personal Qualities | | |
| Demonstrable interpersonal skills | X | |
| Ability to work successfully in a team | X | |
| Confidentiality | X | |
| Flexibility | X | |
| Creativity | | X |
| Ability to form and maintain appropriate relationships and personal boundaries with children and young people | X | |
| Emotional resilience in working with challenging behaviours and attitudes | X | |
| Other Requirements | | |
| Enhanced DBS Clearance | X | |
| To be committed to the school's policies and ethos | X | |
| To be committed to Continuing Professional Development | X | |
| Motivation to work with children and young people | X | |