**PERSON SPECIFICATION**

**JOB TITLE: General Teaching Assistant**

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| **Essential upon appointment** | **Desirable on appointment** |
| **Knowledge**   * An awareness of children’s development and learning * An understanding that children have differing needs | * Good understanding of child development and learning processes * Knowledge of Behaviour management techniques * Knowledge of Child Protection and Health & Safety policies and procedures * Knowledge of inclusive practice |
| **Experience**   * Experience appropriate to working with children in a learning environment |  |
| **Qualifications**   * Relevant NVQ Level 2 qualification or equivalent | * Relevant NVQ level 3 * First aid training |
| **Occupational Skills**   * Good written and verbal communication skills: able to communicate effectively and clearly and build relationships with a range of staff, children, their families and carers * Good reading, writing and numeracy skills | * Basic ICT Skills |
| **Personal Qualities**   * Demonstrable interpersonal skills. * Ability to work successfully in a team. * Confidentiality * Flexibility | * Creativity |
| **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 and provide advice in accurate spoken English is essential for the post |  |