**PERSON SPECIFICATION**

**JOB TITLE: General Teaching Assistant**

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| **Essential upon appointment** | **Desirable on appointment** |
| **Knowledge*** An awareness of child/young person’s development and learning
* An understanding that children/Young people 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
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| **Experience*** Experience appropriate to working with children in an learning environment
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| **Qualifications*** Relevant NVQ Level 2 qualification or equivalent
 | * Relevant NVQ level 3
* Appropriate first aid training (Dependent on the school’s needs - insert as appropriate)
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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
* Good reading, writing and numeracy Skills
 | * Basic ICT Skills
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| **Personal Qualities*** Demonstrable interpersonal skills.
* Ability to work successfully in a team.
* Confidentiality
* Flexibility
 | * 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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NB – Assessment criteria for recruitment will be notified separately.

Statement for recruitment purposes: You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection process.