**PERSON SPECIFICATION- GTA SEND**

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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
 | * Ability to reflect on learning and care needs and use this knowledge to impact on children’s outcomes. Eg: planning, IEP’s, Communication with parents
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| **Experience*** Experience appropriate to working with children in the learning environment
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| **Qualifications*** Relevant NVQ Level 2 qualification

or equivalent  | * Appropriate first aid training
* Willingness to participate in further development and training opportunities.
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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
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| **Personal Qualities*** Proactive and positive team member
* Enthusiasm for learning and working with young children
* Caring, friendly, approachable, open, welcoming and inclusive.
* Demonstrable interpersonal skills.
* Confidentiality
* Flexibility
 | * Reflective approach and commitment to personal development
* Able to provide consistently high levels of quality care and educational opportunities to all children.

***Cont…..*** |
| **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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