**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 |
| **Experience**   * Experience appropriate to working with children in the learning environment |  |
| **Qualifications**   * Relevant NVQ Level 2 qualification   or equivalent | * Appropriate first aid training * Willingness to participate in further development and training opportunities. |
| **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 |  |
| **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 |  |