 **PERSON SPECIFICATION**

**JOB TITLE: General Teaching Assistant (Special School)\_\_\_\_\_**

| **Essential upon appointment** | **Desirable on appointment** (if not attained, development may be provided for successful candidate) |
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| **Knowledge** |  |
| * An awareness of child/young person’s development and learning * An understanding that children/Young people have differing needs * An awareness of the needs of children and young people with learning, sensory and physical difficulties | * Knowledge of child protection legislation and safeguarding procedures * Knowledge of Health & Safety legislation and procedures for reporting accidents * Knowledge of behaviour management techniques * An understanding of independent learning and inclusion of all pupils * Knowledge of complex associated needs e.g. behaviour, medical, physical, sensory, autism |
| **Experience** |  |
| * Experience of working with children and young people | * Experience of working with children and young people with learning, sensory or physical difficulties in an learning environment |
| **Occupational Skills** |  |
| * Ability to work successfully in a team. * Confidentiality * Good written and verbal communication skills: able to communicate effectively and build good relationships with all teachers, children, young people, families and carers * Good reading, writing and numeracy skills * Demonstrable ICT skills and ability to use them as part of the learning process * Observation skills * Ability to informally risk assess conditions and make appropriate decisions in emergency situations * Ability to prevent and /or manage challenging behaviour. * Caring skills * Ability to be solution focused * Ability to relate to children & young people | * Creativity |
| **Qualifications** |  |
| * NVQ level 2 qualification in supporting teaching and learning or equivalent or achievement within a reasonable timescale. * Willingness to undertake training to meet the requirements of the role e.g. manual handling, first aid training | * Working towards or willingness to undertake NVQ level 3 in a relevant subject * First Aid qualification * Level 2 qualification or equivalent to evidence good numeracy and literacy skills |
| **Other Requirements** |  |
| * 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 and injurious behaviours and attitudes * Ability to use authority and maintaining discipline * An empathy for equality & diversity * Flexibility |  |

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