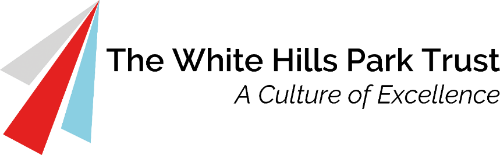
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**Foxwood Personal Care Assistant - Person Specification**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Requirements** | | **Essential** | **Desirable** | **Proposed**  **selection method\*** |
| **Experience** | * Experience of working with children * Experience of working with children in a special school * Experience of working with children with special needs * Experience of meeting intimate and personal care needs for children on adults * Commitment to the aims and ethos of the academy in relation particularly to the welfare of children and partnership working with colleagues * Flexibility to changing demands * Reliability | \*  \*  \*  \* | \*  \*  \* | A/I/R  A/I/R  A/I/R  A/I/R  I/R  R  R |
| **Qualifications** | * Qualifications at GCSE level | \* |  | A |
| **Skills and**  **Knowledge** | * A warm and caring personality and ability to relate effectively and sensitively to children, young people, and parents/carers * Able to work as part of a team * Able to be flexible and supportive * Good communication skills * An awareness of what constitutes good classroom practice and an ability to demonstrate a good role model to colleagues and learners * An awareness of child protection issues * An awareness and adherence to the strict code of confidentiality involved in all aspects of work * An ability to deal effectively with a range of priorities happening at the same time * An ability to deal effectively and with dignity when providing personal care for learners | \*  \* \*  \*  \*  \*  \*  \*  \* |  | A/I/R  A/I A/I A/I/R  A/I  I/R  I/R  I/R  I/R |
| **Personal Qualities** | * An understanding of equal opportunities * A commitment to fair and non-discriminatory service delivery regardless of protected characteristics * A commitment to promoting a positive image of the academy * A tolerant and non-judgemental attitude towards children with special educational needs | \*  \*  \*  \* |  | I/R  I/R  I/R  I/R |
| **Working Practices** | * A willingness to engage in training initiatives relevant to the post | \* |  | A/I |

A = Application I = Interview R = Reference