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**Foxwood Personal Care Assistant - Person Specification**

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| **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/RA/I/RA/I/RA/I/RI/RRR |
| **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/RA/IA/IA/I/R A/I I/RI/RI/RI/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/RI/RI/RI/R |
| **Working Practices** | * A willingness to engage in training initiatives relevant to the post
 | \* |  | A/I |

A = Application I = Interview R = Reference