Person Specification

General Teaching Assistant

Measurements: A=Application, I= Interview, R=Reference, T=Task

E=Essential upon appointment
D=Desirable upon appointment

Training and Qualifications

Relevant NVQ Level 2 qualification or equivalent in English & Maths	A	E
Relevant NVQ level 3	A,I	D
Appropriate first aid training	A,I	D

Experience

Experience appropriate to working with children in an learning environment	A	E

Knowledge

An awareness of child/young person's development and learning	A	E
An understanding that children/Young people have differing needs	A	E
Good understanding of child development and learning processes	A,I	D
Knowledge of inclusive practice	A,I	D
Knowledge of Child Protection and Health & Safety policies and procedures	A,I	D
Knowledge of Behaviour management techniques	A,I	D

Skills and Abilities

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	A,I	E
Good reading, writing and numeracy Skills	A,I	E
Basic ICT Skills	A,I	D

Personal Qualities

Demonstrable interpersonal skills.	A,I	E

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Ability to work successfully in a team	A,I	E
Confidentiality	A,I	E
Flexibility	A,I	E
Creativity	A,I	D

Other Requirements

Enhanced DBS clearance		E
Commitment to the schools policies and ethos	I	E
Commitment to Continuing Professional Development	A,I	E
Motivation to work with children and young people	A,I	E
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	A,I	E
Emotional resilience in working with challenging behaviours and attitudes.	A,I	E
The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post.	A,I	E
An empathy for equality & diversity	A	E