



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)
<p>Knowledge</p> <ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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
<p>Experience</p> <ul style="list-style-type: none"> • Experience of working with children and young people 	<ul style="list-style-type: none"> • Experience of working with children and young people with learning, sensory or physical difficulties in an learning environment
<p>Occupational Skills</p> <ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Creativity

Essential upon appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
<ul style="list-style-type: none"> • 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 	
<p>Qualifications</p> <ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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
<p>Other Requirements</p> <ul style="list-style-type: none"> • 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 	