



## 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)
<b>Knowledge</b> <ul style="list-style-type: none"> <li>• An awareness of child/young person's development and learning</li> <li>• An understanding that children/Young people have differing needs</li> <li>• An awareness of the needs of children and young people with learning, sensory and physical difficulties</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of child protection legislation and safeguarding procedures</li> <li>• Knowledge of Health &amp; Safety legislation and procedures for reporting accidents</li> <li>• Knowledge of behaviour management techniques</li> <li>• An understanding of independent learning and inclusion of all pupils</li> <li>• Knowledge of complex associated needs e.g. behaviour, medical, physical, sensory, autism</li> </ul>
<b>Experience</b> <ul style="list-style-type: none"> <li>• Experience of working with children and young people</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with children and young people with learning, sensory or physical difficulties in a learning environment</li> </ul>
<b>Occupational Skills</b> <ul style="list-style-type: none"> <li>• Ability to work successfully in a team.</li> <li>• Confidentiality</li> <li>• Good written and verbal communication skills: able to communicate effectively and build good relationships with all teachers, children, young people, families and carers</li> <li>• Good reading, writing and numeracy skills</li> <li>• Demonstrable ICT skills and ability to use them as part of the learning process</li> <li>• Observation skills</li> </ul>	<ul style="list-style-type: none"> <li>• Creativity</li> </ul>

Essential upon appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
<ul style="list-style-type: none"> <li>• Ability to informally risk assess conditions and make appropriate decisions in emergency situations</li> <li>• Ability to prevent and /or manage challenging behaviour.</li> <li>• Caring skills</li> <li>• Ability to be solution focused</li> <li>• Ability to relate to children &amp; young people</li> </ul>	
<b>Qualifications</b> <ul style="list-style-type: none"> <li>• NVQ level 2 qualification in supporting teaching and learning or equivalent or achievement within a reasonable timescale.</li> <li>• Willingness to undertake training to meet the requirements of the role e.g. manual handling, first aid training</li> </ul>	<ul style="list-style-type: none"> <li>• Working towards or willingness to undertake NVQ level 3 in a relevant subject</li> <li>• First Aid qualification</li> <li>• Level 2 qualification or equivalent to evidence good numeracy and literacy skills</li> </ul>
<b>Other Requirements</b> <ul style="list-style-type: none"> <li>• To be committed to the school's policies and ethos</li> <li>• To be committed to Continuing Professional Development</li> <li>• Motivation to work with children and young people</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Emotional resilience in working with challenging and injurious behaviours and attitudes</li> <li>• Ability to use authority and maintaining discipline</li> <li>• An empathy for equality &amp; diversity</li> <li>• Flexibility</li> </ul>	