**PERSON SPECIFICATION**

**JOB TITLE:** General Teaching Assistant SEND

**GRADE:** Band 4 (SCP 9-13)

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** | **ASSESSMENT** |
| **Qualifications & Training**  Childcare Qualification at Level 2 (or equivalent).  Appropriate first aid training | x | X | 2 & 5  2 & 5 |
| **Experience**  Experience appropriate to working with SEN children in an education setting. | X |  | 2 & 4 |
| **Skills & Knowledge**  Good written and verbal communication skills: Supporting learning in KS2 and be able to communicate effectively and clearly with a range of staff, children, young people, their families and carers.  Good understanding of child development and learning processes.  Behaviour management: Ability to manage behaviour of individual pupil | X  X | X | 2, 3 & 4  2 & 4  2 & 4 |
| **Personal Qualities**  Demonstrable interpersonal skills.  Ability to work successfully in a team.  Ability to motivate and inspire  Confidentiality. | X  X  X  X |  | 2 & 4  2 & 4  2 & 4  2 & 4 |
| **Other Requirements**  To be committed to the school’s policies and ethos.  To be committed to Continuing Professional Development and attend meetings/training outside of normal business hours.  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 behaviours; and, attitudes to use authority and maintaining discipline.  An interest in sport | X  X  X  X  X  X |  | 2 & 4  2 & 4  2 & 4  2 & 4  2 & 4  2 & 4 |
| **Equal opportunities**  To assist in ensuring that NYCC’s equalities policies are considered within the school’s working practices in terms of both employment and service delivery | X |  | 2 & 4 |
| **Behaviours**  **Effective Performance**   * You demonstrate the skills and knowledge required for your role by performing effectively within it.   **Keeping it Professional**   * You keep yourself up to date with current best practice and perform your role within the legal, regulatory, ethical and social requirements set out in your area of work. You report any abuse, unfair discrimination or unprofessional practice, whether it affects colleagues, customers or yourself.   **Working Together**   * You understand your role within a team or teams. You develop effective working relationships with team colleagues, including colleagues in other organisations.   **Community and Customer Focus**   * You offer the best level of service to customers and behave in a way that gives them confidence.   **Know and develop yourself and others**   * With supervision and support you reflect on your work practices, identify your learning and development needs and take steps to develop your knowledge and skills as required for your role.   **Managing Change**   * You understand the need for change, you have a positive attitude to change and you are willing to adapt to it. You are flexible and prepared to try out new ideas. | X  X  X  X  X  X |  | 2 & 4  2 & 4  2 & 4  2 & 4  2 & 4  2 & 4 |

**Assessment: 1. Test prior to shortlisting (i.e. all applicants)**

**2. From application form**

**3. Test after shortlisting**

**4. Probing at interview**

**5. Documentary Evidence**

**6. OTHER (Please specify)**