­­­­­­­­­­­­­­­­­­­­­­­­­**DIRECTORATE** CHILDREN AND YOUNG PEOPLE’S SERVICE

POST Ref:

Issued By:

Date Issued:

# PERSON SPECIFICATION

# JOB TITLE: General Teaching Assistant (SEN)

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**GRADE:** GRADE C, SCP 2-4

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| --- | --- | --- | --- |
| CRITERIA | **ESSENTIAL** | **DESIRABLE** | **ASSESSMENT** |
| **Qualifications & Training**  Good Standard of Education (Level 2  Qualification in Learning Support | X | X | 1 & 3  1 |
| **Experience**  Experience of working in an environment of supporting young people  Experience of working in an educational setting |  | X  X | 1 & 2  1 & 2 |
| **Skills & Knowledge**  Ability to work as part of a team  Literate/Numerate/Legible handwriting  Ability to relate to children and to colleagues  To be able to provide personal care relevant to the students needs | X  X  X  X |  | 2  1 & 2  1 & 2  1 & 2 |
| **Personal Qualities**  Active, determined, humorous, sensitive | X |  | 2 |
| **Other Requirements**  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. | X  X  X |  | 1, 2 & 4  1, 2 & 4  1 & 2 |
| **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 |  | 1 & 2 |

Assessment:

1. From application form 2. Probing at interview

3. Documentary Evidence 4. Pupil Contact at interview