**PERSON SPECIFICATION**

**JOB TITLE: General Teaching Assistant**

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| **Essential upon appointment** | **Desirable on appointment** |
| **Knowledge*** An awareness of child/young person’s development and learning
* An understanding that children/Young people have differing needs
 | * Good understanding of child development and learning processes
* Knowledge of behaviour management techniques
* Knowledge of Child Protection, Safeguarding and Health & Safety policies and procedures
* Knowledge of inclusive practice
* An understanding of GDPR
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| **Experience*** Experience appropriate to working with children in an learning environment
 | * EYFS experience
* RWI experience
* Use of Tapestry experience
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| **Qualifications*** Relevant NVQ Level 2 qualification or equivalent
 | * Relevant NVQ level 3
* HLTA training
* Appropriate first aid training
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| **Occupational Skills*** 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
* Good reading, writing and numeracy Skills
 | * Good ICT Skills
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| **Personal Qualities*** Demonstrable interpersonal skills.
* Ability to work successfully in a team.
* Confidentiality
* Flexibility
 | * Creativity
* Ability to listen and take direction
* Ability to think independently
* Fun and enthusiastic for learning
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| **Other Requirements** * Enhanced DBS Clearance
* 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 behaviours and attitudes
* Ability to use authority and maintaining discipline
* An empathy for equality & diversity
* The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post
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