

**PERSON SPECIFICATION**

**TEACHING ASSISTANT**

| **Essential upon appointment** | **Desirable on appointment** (if not attained, development may be provided for successful candidate) |
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| **Knowledge** |  |
| * An awareness of child/young person’s development and learning needs
* 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 and Health & Safety policies and procedures
* Knowledge of inclusive practice
* Knowledge of SEMH
* Knowledge of speech, language and communication needs
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| **Experience** |  |
| * Experience appropriate to working with children in a learning environment
 | * Experience of working with pupils with ASD and communication needs
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| **Qualifications** |  |
| **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 and families
* Good reading, writing and numeracy skills
 | * Basic ICT Skills
* GCSE or equivalent in both English and maths
* To work with, and support pupils, to GCSE standard
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| **Personal Qualities** |  |
| * Demonstrable interpersonal skills
* Ability to work successfully in a team
* Confidentiality
* Flexibility
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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 maintain discipline
* An empathy for equality & diversity
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