# PERSON SPECIFICATION

# JOB TITLE: General Teaching Assistant

# GRADE: Band 4 (SCP 9-13)

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| CRITERIA | ESSENTIAL | DESIRABLE | ASSESSMENT |
| **Qualifications & Training**  5 GCSE Grade A-C (including English and Maths) or equivalent  Childcare Qualification at Level 2 (or equivalent).  Appropriate first aid training | X  X | X | 2 & 5  2 & 5  2 & 5 |
| **Experience**  Experience appropriate to working with children with SEN&D in an education setting. | X |  | 2 & 4 |
| **Skills & Knowledge**  Good written and verbal communication skills: 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. | X  X | X | 2, 3 & 4  2 & 4  2 & 4 |
| **Personal Qualities**  Demonstrable interpersonal skills.  Ability to work successfully in a team.  Confidentiality. | X  X  X |  | 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  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  X  X |  | 2 & 4  2 & 4  2 & 4  2 & 4  2 & 4 |
| **Equal opportunities**  To assist in ensuring that Diocesan and DCC equalities policies are considered within the school’s working practices in terms of both employment and service delivery | X |  | 2 & 4 |

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

**2. Application form**

**3. Test after shortlisting**

**4. Probing at interview**

**5. Documentary Evidence**

**6. OTHER (Please specify)**