**PERSON SPECIFICATION**

**JOB TITLE: General Teaching Assistant**

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| **Essential upon appointment** | **Desirable on appointment** (if not attained, development may be provided for successful candidate) |
| **Knowledge** | * 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 and understanding of the agenda for safeguarding and promoting the welfare of children. |
| * An awareness of child/young person’s development and learning. * An understanding that children/young people have differing needs. |
| **Experience** |  |
| * Experience appropriate to working with children in a learning environment. | * Experience of working with students who have specific learning needs. |
| **Qualifications** | * Relevant NVQ level 3. * Appropriate first aid training |
| * Maths and English GCSE or equivalent. |
| **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/Technology skills to support learning. |  |
| **Personal Qualities**   * Demonstrable interpersonal skills. * Kindness, compassion and genuine desire to support young people. * Ability to work successfully in a team. * Confidentiality and ability to deal with challenging situations discreetly. * Flexibility and able to adapt quickly to change. * Commitment to own continuing professional development and continued learning. * Ability to work to and meet deadlines * Self-confidence, personal impact and presence * Optimism, resilience, creativity and innovation * The capacity and motivation to be solution focused * Emotional resilience in working with challenging behaviours; and attitudes to use authority and maintaining discipline * A genuine enthusiasm for making a real contribution towards the ongoing success of our motto ‘Achievement for All’ |  |
| **Equal Opportunities**   * Commitment to supporting, upholding and implementing the policies of Sherburn High School and the STAR MAT to promote equal opportunities. |  |
| **Other Requirements**   * Valid DBS clearance * Valid medical clearance |  |