

## PERSON SPECIFICATION

### JOB TITLE: Advanced Teaching Assistant

<b>Essential upon appointment</b>	<b>Desirable on appointment</b> (if not attained, development may be provided for successful candidate)
<p><b>Knowledge</b></p> <ul style="list-style-type: none"> <li>• Good understanding of child/ young people’s development and learning processes</li> <li>• Understanding of individual children and young people’s needs</li> <li>• An understanding that children/Young people have differing needs and knowledge of inclusive practice</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of Behaviour Management techniques</li> <li>• Knowledge of Child Protection policies &amp; procedures</li> <li>• Knowledge of Health &amp; Safety legislation</li> </ul>
<p><b>Experience</b></p> <ul style="list-style-type: none"> <li>• Appropriate experience working with children in an education setting</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in other relevant skills e.g. art/music/sport</li> <li>• Experience of delivering evidence based interventions that accelerate learning</li> </ul>
<p><b>Personal Qualities</b></p> <ul style="list-style-type: none"> <li>• Demonstrable interpersonal skills</li> <li>• Ability to work successfully in a team</li> <li>• Able to exercise judgement</li> <li>• Confidentiality</li> <li>• Flexibility</li> </ul>	<ul style="list-style-type: none"> <li>• Creativity</li> </ul>
<p><b>Occupational Skills</b></p> <ul style="list-style-type: none"> <li>• 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</li> <li>• Behaviour management</li> <li>• Good reading, writing and numeracy skills</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrable ICT skills and ability to use them as part of the learning process, or, the ability to develop ICT skills in a reasonable timeframe</li> </ul>
<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• Relevant NVQ Level 3 or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Appropriate first aid training (Dependent on the school’s needs - insert as appropriate)</li> </ul>

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<p><b>Other Requirements</b></p> <ul style="list-style-type: none"> <li>• Enhanced DBS clearance</li> <li>• To be committed to the school's policies and ethos</li> <li>• To be committed to Continuing Professional Development</li> <li>• Motivation to work with children and young people</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Emotional resilience in working with challenging behaviours and attitudes</li> <li>• Ability to use authority and maintaining discipline</li> <li>• An empathy for equality &amp; diversity</li> </ul>	

