**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.
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| * An awareness of child/young person’s development and learning.
* An understanding that children/young people have differing needs.
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| **Experience** |  |
| * Experience appropriate to working with children in a learning environment.
 | * Experience of working with students who have specific learning needs.
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| **Qualifications** | * Relevant NVQ level 3.
* Appropriate first aid training
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| * Maths and English GCSE or equivalent.
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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/Technology skills to support learning.
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| **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’
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| **Equal Opportunities** * Commitment to supporting, upholding and implementing the policies of Sherburn High School and the STAR MAT to promote equal opportunities.
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| **Other Requirements*** Valid DBS clearance
* Valid medical clearance
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