



PERSON SPECIFICATION

JOB TITLE: General Teaching Assistant

GRADE: C (SCP 2 - 4)

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT
Qualifications & Training Childcare Qualification at Level 2 (or equivalent). Appropriate first aid training <i>(Dependent on the schools needs - insert as appropriate)</i>		X X	2 & 5 2 & 5
Experience Experience appropriate to working with children 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.	X		2 & 4
Ability to work successfully in a team.	X		2 & 4
Confidentiality.	X		2 & 4
Other Requirements			
To be committed to the school's policies and ethos.	X		2 & 4
To be committed to Continuing Professional Development	X		2 & 4
Motivation to work with children and young people.	X		2 & 4
Ability to form and maintain appropriate relationships and personal boundaries with children and young people.	X		2 & 4
Emotional resilience in working with challenging behaviours; and, attitudes to use authority and maintaining discipline.	X		2 & 4
Equal opportunities			
To assist in ensuring that NYCC's 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. From application form
3. Test after shortlisting
4. Probing at interview
5. Documentary Evidence
6. OTHER (Please specify)