



# Person Specification

## General Teaching Assistant

Criteria	Essential	Desirable
<b>Qualifications</b>		
Relevant NVQ Level 2 or 3 qualification or equivalent		X
Appropriate first aid training		X
<b>Experience</b>		
Experience appropriate to working with children in a learning environment	X	
<b>Knowledge and Skills</b>		
An awareness of child/young person's development and learning	X	
An understanding that children/Young people have differing needs	X	
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	X	
Good reading, writing and numeracy skills	X	
Basic ICT skills	X	
Good understanding of child development and learning processes		X
Knowledge of Behaviour management techniques		X
Knowledge of Child Protection and Health & Safety policies and procedures		X
Knowledge of inclusive practice		X

Northern Star Academies Trust

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<b>Personal Qualities</b>		
Demonstrable interpersonal skills.	X	
Ability to work successfully in a team.	X	
Confidentiality	X	
Flexibility	X	
Creativity		X
<b>Other Requirements</b>		
Enhanced DBS Clearance	X	
To be committed to the school's policies and ethos	X	
To be committed to Continuing Professional Development	X	
Motivation to work with children and young people	X	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	X	
Emotional resilience in working with challenging behaviours and attitudes	X	
Ability to use authority and maintaining discipline	X	
An empathy for equality & diversity	X	
The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post	X	
The ability to deliver an extra-curricular club and to be committed to whole school activities such as summer fair/bingo evenings	X	