



PERSON SPECIFICATION

JOB TITLE: General Assistant Teacher

GRADE: Grade C (SCP 2-4)

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT
<p>Qualifications & Training</p> <p>Childcare Qualification at Level 2 (or equivalent).</p> <p>Appropriate first aid training <i>(Dependent on the schools needs - insert as appropriate)</i></p>		<p>X</p> <p>X</p>	<p>2 & 5</p> <p>2 & 5</p>
<p>Experience</p> <p>Experience appropriate to working with children in an education setting.</p>	X		2 & 4
<p>Skills & Knowledge</p> <p>Good written and verbal communication skills: able to communicate effectively and clearly with a range of staff, children, young people, their families and carers.</p> <p>Good understanding of child development and learning processes.</p> <p>Behaviour management.</p>	<p>X</p> <p>X</p>	<p>X</p>	<p>2, 3 & 4</p> <p>2 & 4</p> <p>2, 3 & 4</p>

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 Trust 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)