North Yorkshire County Council

PERSON SPECIFICATION

JOB TITLE: General Teaching Assistant

GRADE: Band 4 (SCP 9-13)

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT
Qualifications & Training			
Childcare Qualification at Level 2 (or equivalent).		X	2 & 5
Appropriate first aid training *(Dependent on the schools needs - insert as appropriate)*		X	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.	X		2, 3 & 4
Good understanding of child development and learning processes.		X	2 & 4
Behaviour management.		X	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)