



**St Ann's School
PERSON SPECIFICATION
Therapy Assistant**

Attributes	Essential	Desirable	Method of Assessment
QUALIFICATIONS & TRAINING	<ol style="list-style-type: none"> 1. Must be willing to participate in any relevant training/qualifications identified to further develop the knowledge, skills and competencies required of a Therapy Assistant. 2. Evidence of previous school based training linked to delivering therapeutic input and meeting students' mobility and postural management needs 3. An appropriate level of written and spoken English to discharge the professional duties of a Therapy Assistant 	Evidence of previous learning related to clinical area	Application Form Interview References
EXPERIENCE	<ol style="list-style-type: none"> 4. Experience of working with secondary aged students aged 11- 19 years with ASD/PMLD/SLD 5. Experience of organising and prioritising own workload 6. Experience of working as part of a successful multidisciplinary team 	<p>Experience of working in education, health or social care settings without direct supervision</p> <p>Experience of relevant clinical area e.g. secondary special school</p>	Application Form Interview References

		Experience of participating in supervision	
KNOWLEDGE & UNDERSTANDING	<p>7. Demonstrates an understanding of role applied for within an educational/ clinical context e.g. delivering therapeutic input and supporting students with mobility, postural management needs in school and any other setting as appropriate.</p> <p>8. Knowledge and understanding of general responsibilities related to student information, assessment and record keeping</p> <p>9. Demonstrates awareness of limits to knowledge base</p> <p>10. Demonstrates an understanding of accountability</p> <p>11. Awareness of responsibilities regarding safeguarding and health and safety particularly if working without direct supervision</p>	<p>Understanding of professional roles relevant to clinical area e.g. therapists, education staff, nurses</p> <p>Knowledge and understanding of reflective practice and continuing professional development</p>	<p>Application Form</p> <p>Interview</p> <p>Practical task</p>
PRACTICAL & INTELLECTUAL SKILLS	<p>12. Competent IT skills e.g. word processing, email, using the internet</p> <p>13. Ability to learn about and use a range of equipment and technology which supports the delivery of therapeutic input, and helps to facilitate student mobility and postural management</p>	Basic clinical skills	<p>Application Form</p> <p>Interview</p> <p>Practical task</p>

	<p>14. Effective verbal, non-verbal and written communication skills including communicating factual information as appropriate to young people and their families</p> <p>15. Basic risk assessment skills</p>		
<p>ATTITUDE & BEHAVIOUR</p>	<p>16. Able to consistently promote St Ann's Rights Respecting School ethos, including positive language and positive behaviour management</p> <p>17. Able to display care, compassion, sensitivity and responsiveness to other peoples' feelings and needs</p> <p>18. Able to work as part of a team, co-operating to work together and in conjunction with others and willing to help and assist wherever possible</p> <p>19. Able to demonstrate an appreciation of the value of diversity in the workplace</p> <p>20. Able to develop, establish and maintain positive relationships with others both internal and external to the school and with students and their carers</p> <p>21. Able to demonstrate resilience and to work under pressure, dealing with peaks and troughs in workload.</p>		<p>Application Form Interview References Practical activity</p>

	<p>22. Positive and flexible attitude to dealing with change; able to respond to the changing needs of each student in an appropriate and timely manner;</p> <p>23. Willing to change and accept change and to explore new ways of doing things and approaches</p> <p>24. Enthusiastic, highly motivated, resourceful and reliable</p> <p>25. A strong degree of personal integrity; able to adhere to standards of conduct based on a culture of equality and fairness</p>		
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May 2024