

PERSON SPECIFICATION

Post: Teaching Assistant
Grade: 14

1. Key Competencies	
- Emotional resilience. - Ability to work with pupils displaying SEMH needs. - Ability to manage potentially challenging situations. - Proven ability to demonstrate understanding and management of diversity issues in all working practices. - Proven ability in prioritising, problem-solving and creative thinking. - Excellent oral and written communication skills.	
2. Work Experience	
Essential	Desirable
Experience of working in an educational setting	- Experience in a range of educational settings including mainstream. - Experience of multi-agency and multi-professional working. - Use of ICT in a learning environment.
3. Qualifications	
Essential	Desirable
Education to GCSE or equivalent	Ability to transport students.
4. Personal Qualities	
Essential	Desirable
- Excellent interpersonal and communication skills. - Enthusiasm for the welfare and well-being of young people. - The ability to sustain good working relationships with others. - The ability to respond calmly to severely challenging behaviour and to manage outcomes to a successful conclusion. - A solution focused approach to problem solving. - A willingness to work collaboratively and flexibly with staff, external agencies, parents/carers and the general public. - An ability and willingness to accept young people at the point at which they are and hence work to promote self-esteem.	A understanding of how humour supports the development of effective learning in young people