



THE WENSLEYDALE SCHOOL
& SIXTH FORM
LEYBURN

PERSON SPECIFICATION

**GENERAL TEACHING ASSISTANT (SEND)
NYG-C/D (SCP 3-6)**

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT
Qualifications & Training			
Childcare Qualification at Level 2 (or equivalent).		X	2 & 5
Appropriate first aid training		X	2 & 5
Relevant ASD training/qualification		X	2 & 5
Experience			
Experience of working with students of a relevant age in a learning environment	X		2 & 4 & 6
Invigilating internal and external examinations.		X	2 & 4 & 6
Managing student behaviour	X		2 & 4 & 6
Experience of working with children with ASD	X		2 & 4 & 6
Experience of working with children with learning difficulties		X	2 & 4 & 6
Safeguarding			
Knowledge and understanding of the Safeguarding agenda in schools	X		2 & 4 & 6
Knowledge and understanding of child protection policies and procedures	X		2 & 4 & 6
Skills & Knowledge			
Good numeracy / literacy skills	X		2, 3 & 4 & 6
Good written and verbal communication skills: able to communicate effectively with all children, young people, families and carers	X		2 & 4 & 6
Good understanding of child/young person's development and learning processes.		X	2 & 4 & 6

Understanding of classroom roles and responsibilities		X	2 & 4 & 6
Working knowledge of relevant policies and legislation e.g. child protection and safeguarding and SEND Code of Practice		X	2 & 4 & 6

Personal Qualities			
Ability to adapt to change and work successfully in a team.	X		2 & 4 & 6
Willing to learn and develop new skills	X		2 & 4 & 6
Ability to form and maintain appropriate relationships and personal boundaries with children and young people.	X		2 & 4 & 6
Emotional resilience in working with challenging behaviours	X		2 & 4 & 6
Ability to use authority and maintain discipline	X		2 & 4 & 6
Other Requirements			
To be committed to the school's policies and ethos.	X		2 & 4 & 6
To be committed to Continuing Professional Development.	X		2 & 4 & 6
Motivation to work with children and young people.	X		2 & 4 & 6
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

2. From application form

3. Test after shortlisting

4. Probing at interview

5. Documentary Evidence

6. OTHER i.e. tests, tasks and / or from references