



**High Park School**  
*Learning for Life*

## PERSON SPECIFICATION – TEACHING ASSISTANT BAND 5 NJC 5-6

ICAT is an Equal Opportunities Employer and requires its employees to carry out its policies concerning racial and sex equality and the rights of people with disabilities both in terms of equal opportunity for employment and access to the Council Services. Job Share applicants welcome for all full-time posts unless otherwise stated in the advertisement

We are committed to making reasonable adjustments to the job role and working environment so that disabled people have access to job opportunities or current employees can continue at work should they develop a disabling condition.

<b>ATTRIBUTES</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>HOW IDENTIFIED</b>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Working with pupils with communication and interaction difficulties including Autism</li> <li>Experience of/willingness to train in behaviour management, including de-escalation and physical intervention – Team Teach</li> <li>Experience of/willingness to train in communication approaches to access the curriculum.</li> <li>Experience of using Microsoft packages including email</li> </ul>	<ul style="list-style-type: none"> <li>Working with pupils of relevant age range</li> <li>Experience of supporting a ASD specific curriculum</li> <li>Experience of augmentative communication methods for pupils with ASD</li> </ul>	Application form & Selection process
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>NVQ 2 for Teaching Assistants or equivalent qualifications or experience.</li> <li>GCSE's A – C in Maths and English or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>Qualifications relating to post e.g. health, children, practical skills, first aid.</li> <li>Mini bus driver qualification</li> </ul>	Application form & Selection process. Certificates.
<b>SAFEGUARDING</b>	<ul style="list-style-type: none"> <li>Displays commitment to the protection and safeguarding of children and young people and has an up to date knowledge and training of relevant legislation and guidance, in relation to</li> </ul>		Application form & Selection process. Certificates.

	working with, and the protection of, children and young people.		
<b>TRAINING</b>	<ul style="list-style-type: none"> <li>• Willingness to participate in development and training opportunities.</li> <li>• Evidence of previous personal development.</li> </ul>	<ul style="list-style-type: none"> <li>• Training or willingness to undertake training in the relevant learning strategies</li> <li>• Health &amp; Safety training as appropriate</li> </ul>	Application form & Selection process
<b>SPECIAL KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• Understanding of child development and learning.</li> <li>• An understanding of the issues relating to pupils who have special educational needs.</li> <li>• An understanding of the needs of a multicultural society.</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of relevant policies/codes of practice and awareness of relevant legislation.</li> </ul>	Application form & Selection process
<b>EQUALITY</b>	<ul style="list-style-type: none"> <li>• Candidates should indicate an acceptance of and commitment to the principles underlying the Council's Equal Rights policies and practices.</li> </ul>		Selection process
<b>DISPOSITION – ADJUSTMENT/ ATTITUDE</b>	<ul style="list-style-type: none"> <li>• Ability to relate well to pupils and adults.</li> <li>• Ability to work constructively as part of a team.</li> <li>• Ability to remain calm under pressure.</li> <li>• Demonstrate good co-operative, interpersonal and listening skills.</li> <li>• Demonstrate a commitment to working with children of the relevant age.</li> <li>• Good sense of humour.</li> <li>• Flexibility and willingness to accept change.</li> <li>• Willingness to share expertise, knowledge and experience.</li> <li>• Approachable, courteous and able to present a positive image of the school to callers and visitors.</li> <li>• Maintain confidentiality in matters relating to the school, its pupils, parents and carers.</li> <li>• Ability to prioritise conflicting demands and pressures.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to identify own training and development needs.</li> <li>• Understanding of classroom roles and responsibilities and your own position within these.</li> </ul>	Selection process

<p><b>CIRCUMSTANCES - PERSONNEL</b></p>	<ul style="list-style-type: none"> <li>• Will not require holiday leave during term time.</li> <li>• Must be legally entitled to work in the UK (Asylum and Immigration Act 1996).</li> <li>• No contra-indications in personal background or criminal record indicating unsuitability to work with children/young people/vulnerable clients/finance (DBS check required).</li> <li>• If driving is a feature of this post – must be licensed and appropriately insured (e.g. business use)</li> </ul>		<p>Selection process.</p> <p>Sight of appropriate documentation as specified in interview letter</p>
<p><b>PHYSICAL / SENSORY</b></p>	<ul style="list-style-type: none"> <li>• Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with Equality Act 2010.</li> <li>• Ability to cope with requirements of the post, which may include working with pupils who have emotional and behavioural difficulties</li> <li>• For posts working with pupils who have physical difficulties, it may be an unavoidable core component of the job for the postholder to be capable of moving and handling pupils, within school policies and practices.</li> <li>• For this post it may be an unavoidable core component of the job for the postholder to be willing and capable of meeting the hygiene and personal care needs of pupils within school policies and practices.</li> </ul>		<p>Selection process</p>

