



PERSON SPECIFICATION

JOB TITLE: General Teaching Assistant

| Essential upon appointment | Desirable on appointment (if not attained, development may be provided for successful candidate) |
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| <p>Knowledge</p> <ul style="list-style-type: none"> • An awareness of child/young person's development and learning • An understanding that children/Young people have differing needs • Knowledge of inclusive practice | <ul style="list-style-type: none"> • Good understanding of child development and learning processes • Knowledge of Behaviour management techniques and self regulation • Knowledge of Child Protection and Health & Safety policies and procedures • Awareness of support around Mental Health and Wellbeing |
| <p>Experience</p> <ul style="list-style-type: none"> • Experience appropriate to working with children in a learning environment | <ul style="list-style-type: none"> • Secondary experience |
| <p>Qualifications</p> <ul style="list-style-type: none"> • Relevant NVQ Level 2 qualification or equivalent (including English and Maths) | <ul style="list-style-type: none"> • Relevant NVQ level 3 • Appropriate first aid training (or willing to attend training) • Relevant Team teach training(or willing to attend training) |
| <p>Occupational Skills</p> <ul style="list-style-type: none"> • Good written and verbal communication skills: able to communicate effectively and clearly and build relationships with a range of staff, children, young people, their families and carers • Good reading, writing and numeracy Skills • Basic ICT Skills | |
| <p>Personal Qualities</p> <ul style="list-style-type: none"> • Demonstrable interpersonal skills • Ability to work successfully in a team • Confidentiality • Flexibility • Resilience | <ul style="list-style-type: none"> • Creativity |
| <p>Other Requirements</p> <ul style="list-style-type: none"> • Enhanced DBS Clearance • To be committed to the school's policies and ethos • To be committed to Continuing Professional Development • Motivation to work with children and young people | |

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| <ul style="list-style-type: none"> • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviours and attitudes • Ability to use authority and maintain discipline • An empathy for equality & diversity • The ability to converse at ease with pupils and adults and provide advice in accurate spoken English is essential for the post | |

Safeguarding Commitment

Bedale High School is committed to safeguarding and promoting the welfare of children, young people and adults. We have a robust Child Protection Policy and all staff will receive training relevant to their role at induction and throughout employment at the School. We expect all staff and volunteers to share this commitment. This post is subject to a satisfactory references and enhanced Disclosure and Barring Service criminal records check for work with children.

An online search may be undertaken for shortlisted candidates as part of the recruitment process on information available in the public domain. Candidates should disclose anything that may be relevant in line with Keeping Children Safe in Education.

BHS is committed to meeting the needs of our diverse community and aim to have a workforce reflecting this diversity.