

**Portesbery School**  
**Teaching Assistant - Person Profile**

| <b>Criteria</b>              | <b>Essential</b>  | <b>Desirable</b>  | <b>Assessed by</b>                     |
|------------------------------|---|---|--|
| Qualifications and education | <ul style="list-style-type: none"> <li>○ A – C grade GCSE in English and Maths or equivalent</li> </ul>   | NNEB or equivalent<br>A recognised childcare qualification.   | Application                            |
| Experience                   | <ul style="list-style-type: none"> <li>○ Experience of working with children.</li> </ul>  | Previous experience of working in a school.<br>Experience of children with Severe learning difficulties   | Application<br>Interview               |
| Personal Qualities           | <ul style="list-style-type: none"> <li>○ Ability to work as a part of a team</li> <li>○ Ability to remain calm and consistent when working with students demonstrating challenging behaviour.</li> <li>○ Ability to learn quickly</li> <li>○ Ability to communicate effectively, including listening and hearing what is said.</li> </ul>   | Evident experience of working successfully in a team.   | Interview<br>References                |
| Skills and Attributes        | <ul style="list-style-type: none"> <li>○ Ability to be flexible and adaptable.</li> <li>○ Ability to work in an environment where all involved are valued, relationships are based on mutual respect and staff and pupil morale are high.</li> <li>○ Ability to remain calm and confident in stressful and difficult situations.</li> <li>○ Be prepared to receive training in, and become involved in, the management of severe challenging behaviour and manual handling .</li> </ul> | An ability to use a computer and other ICT equipment competently.<br>Behaviour Management training.<br>Some skills in MAKATON sign language and the use of symbols.<br>Some knowledge of PECS ( Picture Exchange Communication System) and TEACCH, used with Autistic students. | Application<br>Interview<br>References |