ASCENT ACADEMIES TRUST
PERSON SPECIFICATION
CARE ASSISTANT – GRADE C

	ESSENTIAL			DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
Qualifications & Education	E1	GCSE A*- G/ Level 1 or equivalent, in Maths and English	Application Certificate	D1	Evidence of continued commitment to personal professional development	Application Interview
Experience & Knowledge	E2	Experience of working with pupils who have complex physical needs, including meeting their welfare needs	Application Reference	D2	Training in areas such as epilepsy, moving and assisting, PEG feeding	Application Reference Interview
				D3	Recent experience of working within a special school setting.	Application Reference
Skills	E3	Ability to teach and promote safety whilst facilitating physical, emotional and educational development of the students you are responsible for	Application Interview			
	E4	Ability to maintain effective strategies for dealing with those pupils who have challenging behaviour	Application Interview			
	E5	Recognise that you may be faced with physically challenging behaviours at times and have the ability to deal with this positively, confidently and to identify any support you may require.	Application Reference Interview			
	E6	An ability to promote and safeguard all children.	Application Interview			
	E7	Ability to develop and maintain professional relationships with pupils, parents and carers	Application Interview			

Personal Attributes	E8	A willingness to share knowledge and demonstrate good practice to colleagues from within the academy and to those from other establishments	Application Interview			
	E9	A willingness to undertake specific training including relating to meeting pupils' welfare and medical needs	Application Interview			
Special Requirements	E10	Ability to work flexibly to meet the demands of the post	Application Interview	D4	A willingness and ability to work across the Trust as required	Application Interview
	E11	Suitable to work with children/young people	Application Disclosure			