

PERSON SPECIFICATION

Candidate name					
Post Title	Pupil Support Assistant	Band	5	Job Evaluation Reference	G601(1)
Directorate	Education, Skills and Community Wellbeing	Base	Dumfries and Galloway		
Required Attributes					
1. EDUCATION AND TRAINING		SCORE		Essential	Desirable
Educated to SCQF Level 4 or equivalent				√	
Nursery nurse/social care qualification					√
First Aid certificate					√
2. EXPERIENCE		SCORE		Essential	Desirable
Working with children or young people				√	
3. SKILLS AND ABILITIES		SCORE		Essential	Desirable
Communication				√	
Teamwork				√	
Handling confidential information				√	
4. KNOWLEDGE		SCORE		Essential	Desirable
Understand the term Additional Support Needs				√	
Developmental stages of children and young people					√
Basic knowledge of child development					√

De-escalation, restorative and nurturing techniques within an education setting				√
5. PERSONALITY FACTORS	SCORE		Essential	Desirable
Highly motivated/flexible and hard working			√	
Excellent interpersonal skills			√	
Ability to work as a team member			√	
Willingness to be involved in outdoor activities			√	
Willingness to engage in additional Professional Learning, Development and Training			√	
6. OTHER REQUIREMENTS	SCORE		Essential	Desirable
Satisfactory PVG			√	
Ability to travel and have access to a vehicle/transport				√
Employees are the Council's greatest asset and through our SUPPORT we are expected to work together and demonstrate the following core behaviors: • Strengthen – our Communities • Understand – our children's needs • Protect – our vulnerable people • Promote – equality and diversity • Open and transparent – at all times • Respect – our environment • Treat – each other with kindness				