|  |  |  |
| --- | --- | --- |
|  | **Oaklands** School & Children’s Centre**Together Everybody Achieves More** **Person Specification** |  |
|

**POST TITLE:** TEACHING ASSISTANT APPENTICE

**RESPOSIBLE TO:** CLASS TEACHER │ PHASE LEADERS │ SENIOR LEADERSHIP TEAM

**SCALE:** -

|  |  |  |  |
| --- | --- | --- | --- |
| **Attributes** | **Essential** | **Desirable** | **Evidence** |
| **Experience** | * Has experience of volunteering with or supporting children.
 | * Experience of leading groups of children (*school, scouting etc*).
 | * Application
* Letter
* Interview
* Reference
 |
| **Qualifications** | * GCSE in Maths and English to 4/ C Grade or equivalent
 | * Further GCSEs in other areas which would be beneficial to working with primary aged children.
 | * Application
* Letter
 |
| **Training & Special Knowledge** | * Recognise different stages of child development through school, e.g. transition between key stages.
* Understand the need to accurately observe, record and report on pupil’s participation, conceptual understanding and progress to improve practice and assessment for different groups of pupils.
* Understand the school’s assessment procedures for benchmarking against targets set by the class teacher.
* Understand the importance of sharing relevant information, in a timely manner with the designated Safeguarding lead. Understand the importance of first aid procedures, recording/reporting incidents and a broad knowledge of Health & Safety Policy.
 | * Understand the need to provide feedback to support and facilitate an appropriate level of independence.
* Comprehend appropriate levels of learning resources to identify and help address weakness, consolidate strengths and develop individualised expectations
 | * Letter
* Reference
* Interview
* Task
 |
| **Practical, intellectual & interpersonal skills** | * Flexibility, trust, professional conduct, confidentiality and being respectful
* Understand how to communicate with teachers to provide clarity and consistency of role within lessons.
* Be enthusiastic and open to new ideas.
* Work collaboratively and constructively with the whole school team.
* Engage professionally as appropriate with outside professionals.
 | * Able to build appropriate relationships with colleagues, pupils, parents, adults and stakeholders
 | * Letter
* Reference
* Interview
* Task
 |
| **Physical** | * Good health
* Has a good record of attendance and punctuality.
 |  | * Letter
 |