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|  | **Oaklands** School & Children’s Centre  **Together Everybody Achieves More**  **Person Specification** |  |
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**POST TITLE:** TEACHING ASSISTANT APPENTICE

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

**SCALE:** -

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| **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 |