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

**RESPOSIBLE TO:** PHASE LEADERS │ ASSISTANT/ DEPUTY HEADTEACHERS │ HEADTEACHER

**SCALE:** D2 Pt 12 £15523 to Pt 21 £19,742 (Pro Rata £10,338-£13148)

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| **Attributes** | **Essential** | **Desirable** | **Evidence** |
| **Experience** | * Has experience of working with classes as a TA.
* Experience of leading and being responsible for their own groups.
* Demonstrates understanding of the principles of Primary Education
 | * Experience of working in a range of Key Stages
* Experience covering classes.
 | * Application
* Letter
* Interview
* Reference
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| **Qualifications** | * GCSE in Maths and English to C Grade or equivalent
 | * Has at least a level 3 NVQ or equivalent.
 | * Application
* Letter
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| **Training & Special Knowledge** | * Has a commitment to their continued professional development
* Has clear strategies for positive Behaviour Management and Discipline
* Has a calm, organised approach to working with children and establishing a secure learning environment for children
* Has knowledge and understanding of how to develop strategies appropriate to the needs and abilities of the pupils, especially those with special educational needs.
 | * Trained and experienced in specific positive behaviour management skills.
* Knowledge of developing children’s emotional well being
* Worked in a team and effectively shares ideas and good practice with other members of staff.
* Experience in delivering Read, Write, Inc
 | * Letter
* Reference
* Interview
* Task
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| **Practical, intellectual & interpersonal skills** | * Possesses excellent interpersonal skills
* Demonstrates commitment to partnership with parents and strategies to foster effective learning
* Has a flexible approach
* Is able to cope with change and working with different age ranges
 | * Ability to energise others.
* Previous experience of working and planning in a team.
* Good administrative skills.
 | * Letter
* Reference
* Interview
* Task
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| **Physical** | * Good health
* Has a good record of attendance and punctuality.
 |  | * Letter
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