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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 |
| **Qualifications** | * GCSE in Maths and English to C Grade or equivalent | * Has at least a level 3 NVQ or equivalent. | * Application * Letter |
| **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 |
| **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 |
| **Physical** | * Good health * Has a good record of attendance and punctuality. |  | * Letter |