**Person Specification**

**Teaching Assistant Apprentice**

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|  | **Essential Criteria** | **How Assessed** |
| **Education & Qualifications** | 5 GCSEs, grade A-C (or equivalent), including English and Mathematics and ICT.  Outstanding candidates who do not have GCSE ICT (or recognised equivalent) may be considered but they must achieve it by the end of the apprenticeship in order to receive the Level 3 qualification.  Experience of working with children in a primary school. | Application Form, Certificates & References |
| **Experience, Skills and Knowledge** | Commitment to developing an excellent understanding of a child’s development and learning  Commitment to developing an understanding of working with children with a range of additional educational needs.  Commitment to gaining an understanding of the relevant policies/codes of practice/ and awareness of relevant legislation in the context of your role  Commitment to developing an understanding of national/ EYFS curriculum and other relevant learning programmes/strategies.  A good understanding of ICT  Good communication skills  Good organisational skills, ability to show initiative | Application Form, Interview & References |
| **Personal Qualities** | Ability to motivate and encourage children to meet their targets for learning and/or behaviour.  Ability to build effective relationships with pupils’ families, liaising sensitively & effectively with them, recognising your role in pupils’ learning.    To work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these.  To be a good role model.  Emotional resilience in working with a range of challenging situations.  Ability to demonstrate patience with firmness.  To constantly improve own practice/knowledge through reflection, self-evaluation and learning from others.  Have a willingness to demonstrate commitment to the values and ethos of the school. | Application Form, Interview & References |
| **Work Circumstances** | To work flexibly as the workload demands  Occasional out of hours working to support school functions  This post is subject to safeguarding and qualification checks | Interview & References |

*Etherley Lane Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure.  
  
Please note that the Childcare Disqualifications Regulations 2009 apply to this position and therefore you are required to complete the “disqualification by association” declaration form. Should you be successful in your application for this post, your appointment can not be progressed without this declaration.*