**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. (ICT desirable)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. | Application Form, Certificates & References |
| **Experience, Skills and Knowledge** | Commitment to developing an excellent understanding of a child’s development and learningCommitment 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 roleCommitment to developing an understanding of national/ EYFS curriculum and other relevant learning programmes/strategies. A good understanding of ICT Good communication skillsGood 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 demandsOccasional out of hours working to support school functionsThis post is subject to safeguarding and qualification checks  | Interview & References |

*Hamsterley 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.*

 NCFE CACHE Level 3 Diploma in Specialist Support for Teaching and Learning in Schools