

PERSON SPECIFICATION: TEACHING ASSISTANT (APPRENTICE)

CRITERIA	MEASURED BY
<p>EXPERIENCE / QUALIFICATIONS</p> <ul style="list-style-type: none"> • Grade C or above in English and Maths GCSE or equivalent (E) • Initial assessment (Pass) for candidates who have a predicted Level 5 in English and Maths. This will be arranged and conducted with any shortlisted candidates prior to interview (E) • First Aid at Work (D) 	AF/I
<p>KNOWLEDGE/ SKILLS</p> <ul style="list-style-type: none"> • Understanding of relevant policies and codes of practice (D) • Good understanding of areas of learning, e.g. literacy, numeracy, science, SEN or Early Years (D) • Well-developed interpersonal skills to be able to relate well to a wide range of people (E) • Work constructively as part of a team whilst being able to demonstrate initiative (E) • Good communication skills (E) • Effective use of ICT to support learning (E) 	AF/I
<p>BEHAVIOURAL ATTRIBUTES</p> <ul style="list-style-type: none"> • Willingness and passion to learn new skills (E) • Has a friendly yet professional and respectful approach which demonstrates support and shows mutual respect (E) • Open, honest and an active listener (E) • Takes responsibility and accountability (E) • Committed to the needs of the students, parents/carers and other stakeholders and challenge barriers and blocks to providing an effective service (E) • Demonstrates a "can do" attitude including suggesting solutions, participating, trusting and encouraging others and achieving expectations (E) • Is committed to the provision and improvement of quality service provision (E) • Is adaptable to change/embraces and welcomes change (E) • Acts with pace and urgency being energetic, enthusiastic and decisive (E) 	AF/I

<ul style="list-style-type: none"> • Communicates effectively (E) • Has the ability to learn from experiences and challenges (E) • Is committed to the continuous development of self and others by keeping up to date and sharing knowledge, encouraging new ideas, seeking new opportunities and challenges, open to ideas and developing new skills (E) 	
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Key: D – Desirable E – Essential

In addition to the ability to perform the duties of the post, issues relating to safeguarding and promoting the welfare of children will need to be demonstrated these will include:

- Motivation to work with children and young people.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.