

Pickwick Academy Trust



PERSON SPECIFICATION: APPRENTICESHIP TEACHING ASSISTANT

It is essential that every member of staff recognises their responsibility to safeguard and promote the welfare of children in our care. In order to achieve this aim, the following person specification has been compiled to ensure that candidates are fully aware of the knowledge, skills and aptitudes the Trust are seeking when appointing a new Teaching Assistant.

Job Related Knowledge, Aptitude and Skills

Essential

- Good standard of literacy and numeracy (GCSE Grade 4/C or equivalent in English and Mathematics, or willingness to work towards qualification requirements as permitted by apprenticeship funding rules).
- Enthusiasm for working with children and supporting learning.
- Good communication and interpersonal skills.
- Ability to work as part of a team.
- Positive attitude and willingness to learn.
- Commitment to safeguarding and promoting the welfare of children.

Desirable

- Experience of working or volunteering with children.
- Understanding of primary education.
- Awareness of Special Educational Needs and Disabilities (SEND).

If you are shortlisted for this position, the interviewing panel will be asking you questions based on the job description and person specification in order to ascertain your suitability for the post. The interview panel will also explore issues relating to safeguarding and promoting the welfare of children including:

- Your motivation to work with children
- Your ability to form and maintain appropriate relationships and personal boundaries with children.
- Emotional resilience in working with children with a range of difficulties.

We will also be seeking references before your interview; any relevant issues that are raised by your referee will be taken up during the interview.

You will be asked to work with a group of pupils so we can observe how you relate and communicate with children.

At Pickwick Academy Trust we are committed to safeguarding children and promoting the welfare of children and young people and we require anyone joining our school to actively contribute to this commitment. All successful candidates will be subject to Disclosure and Barring Service (DBS) checks along with other relevant employment checks.