

Apprenticeships: TA level 3 with a SEND focus

This 20-month programme, delivered in collaboration with TES Institute, is designed to enhance the skills of both current and new staff, with a particular focus on Special Educational Needs and Disabilities (SEND). It offers a structured pathway for employees such as current TAs, SMSAs, or other support staff to gain a nationally recognised qualification while continuing to work within your school.

Recent legislative changes may allow more of your school staff to participate in the apprenticeship. The requirement for English and Maths GCSEs has been removed, although the employer must determine if these skills are necessary for their TA role.

Benefits for your school

- The full cost of the apprenticeship training is covered by the Apprenticeship Levy, to which your school already contributes. Unused levy funds are lost if not spent. This is a valuable opportunity to maximise your investment.
- The programme can be tailored to your needs.
- Apprentices can be current staff members or new recruits.
- It includes a strong emphasis on SEND, helping to build a confident and skilled workforce to ensure No Learner is Left Behind.
- Ealing Council's Schools Apprenticeship Officer will assist with recruitment, onboarding, and ongoing support for both apprentices and their supervisors.

Requirements

- Apprentices must be employed on a permanent contract (ideally 30 hours/week).
- Schools must allocate 20% of the apprentice's time for study and training, which can be arranged in various ways to suit both the school and apprentice, e.g., observations, staff INSET time.
- Apprentices are entitled to at least minimum wage (although we strongly encourage London Living Wage), holiday pay, and full employee rights.
- A mentor should be assigned to each apprentice to support their development.

Process

1. Headteacher to identify staff members
2. Headteacher to contact Brian (LA Officer) by 5 September 2025 to express interest via BVanderWaal@ealing.gov.uk, providing the staff member email address. Please include "School TA L3" in the subject line.
3. Local Authority officer will then:
 - Share the application form directly with the proposed apprentice.
 - Maintain contact with the applicant over the summer to ensure onboarding is completed before the TES closing date: 5th September.

Contact:

- **Brian VanderWaal:** BVanderWaal@ealing.gov.uk

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- [Neutral](#)
- [No](#)

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