

Thrive Teaching Assistant – Job Description

Job Purpose

To support the delivery of a Thrive provision within the academy enabling pupils to develop their emotional and mental health needs and improving their engagement in learning and school life. In this rewarding role, you will work closely with children and young people who require additional social and emotional support, helping them to build resilience, confidence, and positive relationships. As part of a nurturing and specialist environment, you will play a key role in delivering Thrive-based interventions that enable every pupil to feel safe, valued, and ready to learn.

Key Responsibilities

- Deliver Thrive-informed interventions to support pupils' social and emotional development
- Work closely with identified pupils on a 1:1 basis and in small groups to build resilience, self-esteem and emotional regulation skills
- Create a safe and nurturing environment where pupils feel supported, valued and ready to learn
- Support pupils who are at risk of social exclusion or who present with emotional and behavioural needs, using positive behaviour strategies and mentoring approaches
- Work with teachers and relevant staff to plan and deliver personalised intervention programmes
- Assess and monitor pupils' emotional development using Thrive approaches, under the guidance of the Thrive Practitioner/Lead
- Maintain accurate records of interventions, Thrive assessments and pupil progress
- Support the implementation of individual support plans and contribute to reviewing pupil progress
- Provide feedback to teachers and contribute to reporting on the progress and impact of interventions
- Liaise effectively with parents/carers, colleagues and external agencies to support pupil outcomes
- Support wider inclusion and behaviour strategies across the academy

General Responsibilities

- Promote inclusion and equal opportunities for all pupils
- Maintain awareness of and comply with all academy policies including safeguarding, child protection, health and safety, confidentiality and data protection
- Participate in training, appraisal and continuous professional development
- Work collaboratively as part of the wider academy team

Undertake any other duties appropriate to the grade of the post as requested by your Line Manager

E-ACT is committed to safeguarding and promoting the welfare of its students and expects all employees and volunteers to share in this commitment.

PERSON SPECIFICATION

Whether you're a 3 year old in nursery learning to explore the world around you, an 18 year old preparing to go to university, a new teacher understanding the demands of the job, a Head Teacher leading the learning in your academy, a member of the regional team ensuring efficient and effective operations or a trustee scrutinising and challenging the CEO, we want every single person within E-ACT to be driven by three core values:

- We want everyone to **think big** for yourselves and for the world around you;
- We want everyone to **do the right thing** in everything you do, even when this means doing something that's hard, not popular or takes a lot of time;
- We want everyone to show strong **team spirit**, always supporting and driving your team forward

We really believe that if we all do the right thing, support our teams and we all think big, believe big, act big, then the results will be big too!

This means that if you want to be part of E-ACT, you need to be able to embrace and embody these values in all that you do.

OUR VALUES

Thinking Big	• Show energy, enthusiasm and passion for what you do • Demand the highest quality in all that you do, and in the work of your team • Willing to champion new ideas and think beyond the status quo • Show an ability to think creatively and 'outside of the box' in your area of expertise, continually seeking improvements in what you do to make the organisation better • Be open to new ideas and change where it will have a positive impact on the organisation • Show a willingness to embrace different ideas and ways of thinking to improve E-ACT • Ability to 'look outside' – to continually learn about innovations in your field, new ways of doing things, and bring that learning into your work • Commitment to self-development, and developing your wider Team • Ability to self-reflect on yourself, your performance, and to think about how this could be improved further • Ability to encourage ideas from others in order to improve the organisation and build your team's confidence
Doing the Right Thing	• Have integrity and honesty in all that you do • Make decisions that are based on doing the right thing, even when this means that they're unpopular or will lead to more work • Take responsibility and ownership for your area of work • Have difficult conversations or deliver difficult messages if that's what's required to do the right thing by our pupils • Be transparent and open • Be resilient and trustworthy

	• Stand firm and stay true to our mission
Showing Team Spirit	• Understand how you can have a greater impact as a team than you can as an individual • Understand how you are part of your immediate team but also a much wider organisational team, in working towards our mission • Recognise that everyone is important within E-ACT, and show an ability to build strong working relationships at every level • Recognise and celebrate the success and achievements, no matter how small, of your colleagues • Be generous with sharing your knowledge to help to develop others • Understand and be willing to receive suggestions and input on your area of work from others • Support your colleagues, even when this means staying a little later, or re-prioritising some of your work • Be aware of other peoples' needs and show an ability to offer genuine support • Show an awareness and respect for peoples' differences, and recognise how different characteristics and personal strengths build dynamic and great teams

KNOWLEDGE, EXPERIENCE & SKILLS

Requirement

E – Essential

D – Desirable

Assessed at

A – Application Stage

I – Interview Stage

P – During the probationary period

		E	D	A	I	P
Organisational Fit	Thinking Big	X		X	X	X
	Doing the Right Thing	X		X	X	X
	Showing Team Spirit	X		X	X	X
Knowledge	GCSEs (or equivalent) including Maths and English at Grade C/4 or above	X		X		X
	Thrive Practitioner training or experience or willingness to undertake Thrive training.		X	X	X	X
	Understanding of social, emotional and mental health needs in children and young people	X		X	X	X
	Knowledge of supporting pupils with emotional regulation and behaviour needs	X		X	X	X
Experience	Experience of working with children or young people in a school, care or youth setting	X		X	X	X
	Experience of building positive and trusting relationships with pupils	X		X	X	X
	Experience of supporting pupils with social, emotional or behavioural needs	X		X	X	X
	Experience of delivering interventions on a 1:1 basis or in small groups		X	X	X	X
Skills	Ability to build positive, trusting relationships with children and young people	X		X		X
	Strong communication skills, both verbal and written	X		X		X
	Ability to support pupils' emotional regulation and behaviour using a calm, consistent approach	X		X		X
	Ability to work effectively as part of a team and follow direction from teachers and senior staff	X		X		X
	Good organisation and record-keeping skills, including maintaining accurate pupil records	X		X		X
	Ability to adapt communication and support strategies to meet individual pupil needs	X		X		X