



River Bank

INSPIRE · EMPOWER · ACHIEVE
Job Description for Teaching Assistant

JOB TITLE : SEN Teaching Assistant

GRADE : L3

JOB PURPOSE : Working in a class to support the class teacher in all aspects of teaching, and enhance learning opportunities for pupils, bringing to bear a professional knowledge and understanding of child development and pupils' individual needs, including those with special educational needs and supporting the child's development in the key areas of learning.

RESPONSIBLE TO: Senior Leadership Team

MAIN DUTIES AND RESPONSIBILITIES:

1. Work collaboratively with staff to make adjustments to lesson plans, materials and teaching activities to ensure accessibility for students with SEN. Support class teachers with the 'Assess, Plan, Do, Review' of children with SEN in their classes and contribute to the provision mapping process to ensure that Provision Maps are accurate and reflect current SEN interventions.
2. In conjunction with the class teacher and under the direction of the SENCO ensure that progress of pupils with SEN is monitored and tracked. Ensure accurate records and observations.
3. Work under the direction of the SENCO to develop resources to support pupils with SEN, evaluating and adjusting learning activities as appropriate and ensuring provision of enhanced learning opportunities which develop the child to achieve in accordance with their Learning Plan. Prepare, maintain and deploy appropriate learning aids, materials and equipment to assist in teaching. Advise on the suitability of such resources for individual pupils.

4. Under the direction of the SENCO, develop and maintain supportive relationships with parents, carers and others of the pupil's community. Work collaboratively with other agencies and professionals, as necessary, including educational psychologists, health professionals and education welfare officers to meet the personal and educational needs of individual pupils.
5. Deliver pastoral support and one to one support to pupils, ensuring that their personal needs are recognised and provide advice to assist in their social, health and hygiene development.
6. In conjunction with the SENCO, make a professional contribution to the development and implementation of appropriate strategies for SEN and in the development and monitoring of resources relating to child development.
7. Maintain awareness of and comply with policies and procedures relating to health and safety, reporting all concerns to an appropriate person.
8. Undertake any other duties of a similar level and responsibility that may be required, specifically those listed with the TA(2) job description and person specification.

DIMENSIONS:

Supervisory Management: None **Financial**

Resources: None.

Physical Resources: Classroom materials, equipment and resources

Other: Responsible for the safety and conduct for a specified number of pupils

CONTEXT:

All support staff are part of a whole school team. They are required to support the values and ethos of the school and school priorities as defined in the School Improvement Plan. This will mean focussing on the needs of colleagues, parents and pupils and being flexible in a busy pressurised environment. S/he will be involved with supervising children with English as an additional language and children with a range of special educational needs.

Because of the nature of this job, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. Therefore, it is essential in making your application you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders 1974 (Exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up, any failure to disclose such convictions will result in dismissal or disciplinary action by the Authority. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

Physical Effort:

The job is likely to involve some lifting of children and equipment on a regular basis. Training will be provided.

Working Environment:

There could be a frequent requirement to deal with vomit and bodily fluids when children are unwell.

The school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service

CVs will not be accepted for any posts based in schools.

L3 TEACHING ASSISTANT PERSONNEL SPECIFICATION

Grid for preparing Personnel Specification and for short listing

SPECIFICATION	ESSENTIAL	How Measured	DESIRABLE	How Measured
Experience	<p>Some experience of in the care and/ or education of children.</p> <p>Some experience of planning, monitoring and assessment of children's work.</p> <p>Some experience of working in an educational setting.</p>	1,2 1,2 1,2	<p>Some experience of working with people with a range of special needs.</p> <p>Experience of working in a school environment is desirable for this post.</p> <p>Some knowledge of curriculum requirements.</p>	1, 2 1,2 1,2,5
Skills/Abilities	<p>Able to contribute constructively and work as a member of a team.</p> <p>Able to use own initiative in working with parents/carers and the child's community within an agreed framework of policies and procedures.</p> <p>Able to communicate effectively at a range of levels, e.g., with children, parents, other professional, etc. Must have a high standard of spoken and written English</p> <p>Able to contribute to the support of children in all areas of personal and educational development</p> <p>Able to keep accurate records and use these to inform judgements.</p> <p>Able to support learning in numeracy at relevant Key Stage.</p> <p>Able to support learning in literacy at relevant Key Stage.</p>	1,2 1,2 1,2 1,2 1,2,5 1,2,5 1,2,5	Information technology skills in word processing, the use of databases and spreadsheets to support record keeping and children's learning.	1,2,5
Competencies	<p>Able to form appropriate relationships with young people.</p> <p>Emotional resilience in working with challenging behaviours.</p> <p>Able to demonstrate appropriate motivation to work with young people.</p>	1,2 1,2 1,2	Appropriate attitudes to use of authority and maintaining discipline.	1,2

Equality Issues	<p>Able to recognise and act upon common forms of discrimination.</p> <p>Able to understand the issues for pupils' education in an urban, multi-cultural context.</p>	1,2 1,2		
Specialist Knowledge	Knowledge of safeguarding procedures and processes.	1,2	<p>Demonstrable knowledge of how pupils learn including some knowledge of how pupils acquire a second or additional language</p> <p>Demonstrable knowledge of curriculum requirements</p> <p>Some knowledge of policies and procedures in areas such as child protection, behaviour management,</p>	1,2 1,2,5 1,2,5
Education and Training	<p>Able to commit to relevant job training.</p> <p>NVQ in childcare Level 2, NNEB or equivalent qualification.</p> <p>Willingness to undertake First Aid training and to apply this in the school.</p>	1,2 1,2,4 1,2		
Other Requirements			<p>A willingness to be involved in all aspects of school life; including outside of normal school hours and days.</p> <p>An understanding of the benefits that PE and Sport together with active outdoor learning can have an achievement.</p>	2 2

(1 = Application Form 2 = Interview 3 = Test 4 = Proof of Qualification 5 = Practical Exercise)

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

The job holder will ensure that River Bank's policies are reflected in all aspects of his/her work, in particular those relating to;

- i. Equal Opportunities
- ii. Health and Safety
- iii. Data Protection Act (1984 & 1998)
- iv. Safeguarding

'The school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service'.

CV's will not be accepted for any posts based in schools.

