

JOB DESCRIPTION

TITLE:	Learning Support Assistant - Teaching Assistant
SCHOOL:	Lea Manor High School
RESPONSIBLE TO:	Headteacher/Manager/SENCO
GRADE:	Level 3 (points 6-8) - £22,490 - £23,213 (actual salary) 37 hours per week / 39 weeks per year (including training days)

PURPOSE OF POST:

Support the class teacher in all aspects of teaching and enhance learning opportunities for pupils, bringing to bear knowledge and practical experience gained through working with pupils.

ORGANISATION CHART:	Headteacher,/Manager/SENCO Teaching Assistant
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PRINCIPAL RESPONSIBILITIES:

- 1 Under the direction of the class teacher, following agreed lesson plans, support the teaching and learning of individual or groups of pupils, using support strategies appropriate to the needs of pupils, providing feedback and liaising over problems. Contribute to the intellectual and social development of pupils and work with individual children to support the achievement of literacy and numeracy targets and in other specific curriculum areas, as directed. Prepare, maintain and deploy appropriate learning aids, materials and equipment.
- 2 Contribute significantly to the planning of teaching and learning for the whole class and/or individual pupils. Contribute to the planning of lessons and work programmes, the devising of activities and target setting.
- 3 Contribute to the monitoring, recording and assessment of pupil progress through observation and questioning, against pupil targets (and Individual Educational Plans where relevant) keeping detailed records of individual's progress.
- 4 Contribute to the development of a purposeful working atmosphere and implement and monitor the school's behaviour and any related policies and procedures. Invigilate tests and examinations as directed.
- 5 Under the direction of the SENCO/Headteacher 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, education welfare officers, to meet the personal and educational needs of individual pupils.
- 6 Contribute to the care, health and welfare of pupils in accordance with the school's health and safety and related policies.
- 7 As required, contribute to specific aspects of teaching, learning and personal development, for example swimming, school visits, etc.
- 8 Contribute to the order and cleanliness of the classroom environment. This may involve tidying the class, cleaning up spills, etc.

Physical Resources: Classroom materials, equipment and resources

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. A Teaching Assistant at this level could be deployed to support pupils for whom English is an additional language, to support named children with special educational needs (behavioural or medical), or generally.

This post meets the definition of 'Regulated Activity' as defined in the Safeguarding Vulnerable Groups Act 2006.

Because of the nature of this job, it will be necessary for an enhanced DBS check to be undertaken. This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare all unspent cautions and convictions; and also any adult cautions (simple or conditional), and spent convictions that are not protected as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2020). A person's criminal record will not in itself prevent a person from being appointed to this post. Applicants will not be refused posts because of offences which are not relevant to, and do not place them at or make them a risk in, the role for which they are applying. However in the event of the employment being taken up, any failure to disclose such offence, as detailed above, will result in dismissal or disciplinary action by the School / Authority.

Disclosures are handled in accordance with the DBS Code of Practice which can be accessed via www.disclosure.gov.uk

'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.'

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.



PERSON SPECIFICATION

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job.

Essential (E) :- without which candidate would be rejected

Desirable (D):- useful for choosing between two good candidates.

Please make sure, when completing your application form, you give <u>clear examples</u> of how you meet the <u>essential and desirable criteria</u> .				
Attributes	Essential	How Measured	Desirable	How Measured
Experience	Some experience in the care and/or education of children. Some experience of planning, monitoring and assessment of pupils' work. Some experience of working in an educational setting.	1,2 1,2 1,2	Some experience of working with people with a range of special needs. Experience of working in a school environment is desirable for this post.	1,2 1,2
Skills/Abilities	Able to contribute constructively to and work effectively as a member of a team. Able to work on own initiative with parents/carers and the child's community within an agreed framework and set of objectives. Able to communicate effectively at a range of levels, e.g. with children, parents, other professionals, etc.. Able to contribute to the support of children in all areas of personal and educational development. Able to keep accurate records. Able to support learning in numeracy at relevant Key Stage. Able to support learning in literacy at relevant Key Stage. Able to converse with ease with members of the public and provide effective help or advice in accurate and fluent spoken English	1,2 1,2 1,2 1,2 1,2 1,2 1,2,5	Basic information technology skills, e.g. word-processing, databases, spreadsheets.	1,2
Competencies	Able to demonstrate appropriate motivation to work with young people. Able to form appropriate relationships with young people. Emotional resilience in working with challenging behaviours.	1,2 1,2 1,2	Appropriate attitudes to use of authority and maintaining discipline.	1,2
Equality Issues	Able to recognise common forms of discrimination and to report this if detected. Some understanding of the issues in an urban multi-cultural context.	1,2 1,2		
Specialist Knowledge			Some knowledge of how pupils learn. Some knowledge of curriculum requirements.	1,2 1,2



Education and Training	Able to commit to relevant job training. National Occupational Standard Level 2, or equivalent, or working towards this. Willing to undertake First Aid training and to apply this in the school.	1,2 1,2,4 1,2		
Other Requirements		1,2		

(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 Equality Act (2010) 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 Luton Borough Council'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 (2018)

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- 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.

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