

Teaching Assistant Level 3, Grade 4 Job Description & Person Specification

June 2016

The post holder will report to the Teacher / Senior Teaching Assistant. Apart from other colleagues in the school, the main contacts of the job are: Headteacher(s), teaching staff, other support staff and pupils.

Job Description

Under the guidance of a teacher, manage specialist support in a specific area of the curriculum and take a lead role in addressing the needs of pupils who require help to overcome barriers to learning

Deliver learning programmes and support individual pupils, small groups (and whole classes during the short term absence of teachers)

Support for pupils

1. To work with groups of children under the supervision of the teacher including the implementation the delivery of programmes of work and implementation of ILPs
2. Use specialist (curricular learning) skills/training/experience to support pupils
3. Establish good relationships with pupils, taking on role model by presenting a positive personal image and responding appropriately to individual needs
4. Promote the inclusion and acceptance of all pupils
5. Encourage pupils to interact and work co-operatively with others and engage all pupils in activities
6. Promote independence and employ strategies to recognise and reward achievement of self-reliance
7. Give regular feedback on children's progress to the class teacher and file records
8. Provide feedback to pupils in relation to progress and achievement
9. Attend to children's personal needs, including minor first aid and provide advice on pastoral, social health, physical hygiene and welfare matters.

Support for Teachers

10. Under the direction of the teacher prepare the classroom for lessons, including display work and clear afterwards as appropriate.
11. Give regular feedback on children's progress to the class teacher and file records
12. Contribute to the planning cycle, managing and preparing resources, evaluating and adjusting lessons/work plans as directed by the teacher
13. Be responsible for keeping and updating records, information and data, producing analysis and reports as required
14. Provide objective and accurate feedback and reports as required, to the teacher on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence
15. Undertaking marking of pupils' work and accurately record achievement/progress
16. Administer and assess routine tests and invigilate exams
17. Monitor and manage stock within an agreed budget, cataloguing resources and undertaking audits as required
18. Provide specialist advice and guidance (e.g. Art/Music) as required
19. Liaise with parents/carers, schools and establish constructive relationships and communicate with other relevant bodies to support achievement and progress of pupils (this includes attendance at parents meetings)
20. Contribute to the development and implementation of appropriate behaviour management strategies
21. Monitor and evaluate pupil responses to learning activities through observation and planned recording of achievement against predetermined learning objectives

Support for the Curriculum

22. Implement agreed learning activities/teaching programmes, adjusting activities according to pupil responses/needs, including assessment
23. Contribute to the development of lesson/work plans
24. Provide Curriculum / resource support and undertake programmes including those linked to local and national learning strategies

25. Support the use of ICT in learning activities and develop pupils' competence and independence in its use
26. Assist pupils to access learning activities through specialist support
27. Determine the need for, prepare and maintain general and specialist equipment and resources

Support in Intervention

Deliver learning programmes and support individual pupils, small groups (and whole classes during the short term absence of teachers)

28. You will work with the Assistant Head to take responsibility for:
 - Individuals/groups of children who are under-performing
 - Wave 3 interventions as appropriate to meet the needs of the school
 - Specific reading and writing support to raise the attainment of under-performing children and groups
 - Completing in-class observations and assessments
 - Helping to develop individual and group learning programmes to respond to current and future needs
 - Working independently to deliver, monitor and evaluate the success of interventions
 - Keeping detailed notes on progress and attainment
 - Developing purposeful home learning activities as part of the overall package of support

Support for the School

29. Ensure strategic processes are complied with in order to overcome barriers to learning, including eg behaviour management strategies
30. Be aware of and comply with child protection and safeguarding procedures, health and safety and security, confidentiality and data protection, reporting any concerns to the relevant member of staff
31. Accompany teachers and pupils on educational visits
32. Assist in maintaining high standards of health and safety at all times.
33. Maintain good relationships with colleagues and work together as a team.
34. Assist in the supervision of classroom and outdoor activities.

35. Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop.
 36. Contribute to the overall ethos/work/aims of the school.
 37. Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate
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All elements of Specified Teaching Work undertaken by the postholder will be within the framework of the school's Scheme of Supervision in line with the 2003 Regulations and (amended Regulations 2007). In addition to HLTA's, the Regulations cover other groups of support staff who undertake 'specified work' at different levels. Specified work may cover a range of activities at different levels – including for some staff, work with whole classes. Headteachers will ensure that the support staff member has the skills, experience and expertise required to carry out 'specified work'. Where more demanding aspects of 'specified work' are carried out by support staff, and particularly where they are working with whole classes, it is strongly recommended that the headteacher should have regard to the standards for HLTAs in determining whether those staff have the necessary level of skills and expertise.

A teaching assistant level 3 may be called upon to provide cover for whole classes eg to cover short term teacher absence. During the cover periods, there will be a requirement for the teaching assistant to carry out specified work such as planning, preparation, assessment and reporting.

The Teaching Assistant must carry out his or her duties with full regard and commitment to the Governing Body and CLIC.

Where the postholder is disabled, every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the duties of the job. If, however, a certain task proves to be unachievable, job redesign will be fully considered.

Person Specification

For this job we are looking for:

Experience of working with or caring for children of a relevant age

Experience of working with pupils with additional needs

Numeracy/literacy skills (at a level equivalent to NQF Level 2)

NVQ Level 3 for Teaching Assistants or equivalent qualification or experience

Willingness and ability to undertake HLTA Level responsibilities (refer to HLTA standards)

Willingness to participate in training, performance management and self-evaluate learning needs and actively seek learning opportunities

Training in the relevant learning strategies and /or in a particular curriculum or learning area, e.g. bilingual

Ability to relate well to children and adults

Ability to work as part of a team

An understanding of the role of the Teaching Assistant and other professionals working in the classroom

Ability to use relevant technology eg photocopier

Effective use of ICT to support learning

Full working knowledge and understanding of national/foundation stage curriculum and other basic learning programmes/strategic processes and barriers to learning

Understanding the principles of child development and learning processes

Ability to organise, motivate and lead a team

Knowledge of strategic processes and barriers to learning, including eg behaviour management strategies

Ability to self-evaluate learning needs and actively seek learning opportunities

Willingness to undertake first aid training as appropriate

Personal Style and Behaviour

Tact and diplomacy in all interpersonal relationships with the public, pupils and colleagues at work.

Self-motivation and personal drive to complete tasks to the required timescales and quality standards.

The flexibility to adapt to changing workload demands and new school challenges.

Personal commitment to ensure that the provision of support is equally accessible and appropriate to meet the diverse needs of pupils.

Personal commitment to continuous self-development.

A commitment to continuous service improvement.

To have experience and an understanding of following the school's safeguarding procedures.

Be willing to consent to and apply for an enhanced disclosure to a DBS Check, Self-Declaration and references to include those working with children.