



Coventry City Council

Job Description

Job Title:	Teaching Assistant	Job Number:	
Service:	Education - Alternative Provision	Grade:	4
Location:	Hospital Education Service (Whitmore Park Annexe)		

Our values:

We expect everyone who works for us to be committed to our One Coventry values and to share our commitment to becoming a more diverse and inclusive organisation.

Job Purpose:

To contribute to improving outcomes for students by providing support, guidance and supervision.

Main Duties and Responsibilities:

- Supervise and support the teaching, and related activities, of individuals or groups of students to facilitate their learning as well as their social and emotional development.
- Use appropriate skills to undertake those activities necessary to meet the learning, social and emotional needs of individuals and groups of students, including those with Special Educational Needs and Disabilities.
- Monitor individual students' progress, achievements and development needs, reporting to the responsible Centre staff as appropriate.
- Act as mentor to identified students, taking a lead role in their support and progress.
- Assist the teaching staff in the development and implementation of Individual Education / Behaviour Plans and Personal Care Programmes for individuals and groups of students

JOB RESPONSIBILITIES AND TASKS MAY INCLUDE SOME OR ALL OF THE FOLLOWING:

1. Assist the teaching staff with the planning of learning activities, preparing or modifying work for individuals or groups of students as directed.
2. Use strategies in liaison with the teaching staff, to support students to achieve learning goals.

3. Establish constructive relationships with students, providing feedback to them in relation to progress and achievement.
4. Prepare and maintain equipment and teaching resources for lessons and activities including the control of stock within the classroom.
5. Undertake supervision and manage the behaviour of students within the procedures of the school, providing detailed and regular feedback as appropriate.
6. Promote student independence in learning and the development of social skills, reinforcing students' self-esteem through praise and encouragement, setting challenging and demanding expectations and promoting independence.
7. Ensure that students are able to safely use equipment and materials provided.
8. Act as mentor to identified students, taking a lead role in their support and progress, through regular intervention and through liaison with other staff, parents/carers and relevant agencies.
9. Assist with the implementation of programmes designed by other professionals such as educational psychologists and speech and language therapists.
10. Assist the teaching staff in liaising with other professionals and reporting information from/to parents/carers, contributing to meetings to discuss a specific student's progress as appropriate.
11. To administer baseline and other appropriate tests under the direction of the senior/middle leaders, as requested.
12. Support the use of ICT in learning activities and develop students' competence and independence in its use.
13. Prepare/clear learning areas as directed before and after lessons, including the preparation of visual aids, and the display and presentation of students' work.
14. Provide support to teaching staff by undertaking photocopying, filing, recording and other administrative tasks, as requested
15. Assist at the appropriate level, and within the protocols of the HES with the provision of general care and welfare of students which may include:
 - Assisting with students' injuries and, where appropriately qualified, administering first aid.
 - Assist with the identification and monitoring of students' general health and welfare.
16. Be aware of and comply with policies and procedures relating to child protection, safeguarding, health and safety and security, confidentiality and data protection, reporting all concerns to appropriate HES staff.

17. Support and contribute to the overall ethos/work/aims of the HES.
 18. Work across HES sites to meet demands of the service.
 19. Assist with the supervision of students outside of formal lesson times, including before and after school and during lunch time.
 20. Assist with group activities within and away from the HES learning areas such as educational visits.
 21. Participate in personal and professional development activities to meet the changing demands of the job, and encourage and support other staff in their development and training.
 22. Attend and participate in relevant meetings, CPD sessions, etc. as required.
 23. Use specialist skills to de-escalate difficulties involving students and physically intervene if required, within the HES's guidelines and in accordance with 'Team Teach' training.
 24. Arrange / organise educational and recreational activities off-site as requested.
 25. Arrange / organise outside agencies to carry out work in the HES, as requested.
 26. Assist with the implementation of assessments, reading programmes and wellbeing plans to support students' social, emotional and academic progress
 - 27..
 28. Undertake any other duties and responsibilities within the range of the salary grade.
-

Note: There is no requirement for a teaching assistant to attend for work outside of contractual hours of work for the post. Any attendance of a Teaching Assistant which is outside the contractual hours of working is considered to be voluntary and will be subject to prior agreement with the Head of Centre/Headteacher. This will include the basis upon which attendance will be undertaken i.e. time off in lieu or paid time at appropriate rate.

The post holder must comply with Coventry City Council's health and safety policy and in particular is required:

- To take reasonable care for their own health and safety at work and of those who may be affected by their actions or by their omissions
 - To cooperate with their line manager and senior management, to work safely, to comply with health and safety instructions and information and undertake appropriate health and safety training as required
 - Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare
-

- To report to their manager any health and safety concerns, hazardous condition or defect in the health and safety arrangements.

Any further Health and Safety responsibilities relevant to this post will be set out in the offer letter and Written Statement of Particulars

The post holder must comply with the Interagency procedures of the Safeguarding Boards and Coventry City Council's policies for safeguarding children and safeguarding adults and in particular is required:

- To ensure they are aware of the signs that may suggest a child or vulnerable adult is being abused or neglected
- To report to their manager, or other appropriate manager, any concerns they may have that suggest that a child or vulnerable adult may be being abused or neglected immediately

Any further Safeguarding Board responsibilities relevant to this post will be set out in the offer letter and Written Statement of Particulars

Post holders will be accountable for carrying out all duties and responsibilities with due regard to the City Council's Workforce Diversity and Inclusion Policy.

Duties which include processing of any personal data must be undertaken within the corporate data protection guidelines.

Responsible for: /

Responsible to:

Date Reviewed: April 2019

Updated: April 2019



Coventry City Council

Person Specification

Job Title:	Teaching Assistant	Job Number:	
Service:	Education - Alternative Provision	Grade:	4
Location:	Hospital Education Service (Whitmore Park Annexe)		

Area	Description
------	-------------

Knowledge:	<ul style="list-style-type: none"> Understanding of relevant legislation regarding children and young people with SEND and additional needs
	<ul style="list-style-type: none"> Knowledge of KS3/4 Curriculum
	<ul style="list-style-type: none"> Understanding of effective strategies in addressing academic and pastoral issues.
	<ul style="list-style-type: none"> Knowledge of safeguarding policy and practice

Skills and Abilities:	<ul style="list-style-type: none"> Ability to work constructively as part of a team.
	<ul style="list-style-type: none"> Effective skills in using and maximising the potential of ICT software and hardware.
	<ul style="list-style-type: none"> Ability to build positive working relationships with students and adults.
	<ul style="list-style-type: none"> Ability to communicate and work constructively with parents and other agencies.
	<ul style="list-style-type: none"> Ability to self-evaluate learning needs.
	<ul style="list-style-type: none"> Skills in positive, assertive behaviour management.

Experience:	<ul style="list-style-type: none"> Experience of working with students with Social, Emotional & Mental Health needs.
	<ul style="list-style-type: none"> Experience of working with students with additional learning needs.

Educational:	<ul style="list-style-type: none"> Good Literacy and Numeracy skills.
	<ul style="list-style-type: none"> NVQII for teaching assistants or equivalent qualifications and experience.
	<ul style="list-style-type: none"> Evidence of continuing professional development.

Special Requirements:	This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS).
------------------------------	--

Date Reviewed: April 2019

Updated: April 2019