



Joseph Cash Primary School

Teaching Assistant Job Description

“The school is committed to inclusive policies and practice; ensuring equal opportunities for all pupils and staff regardless of race, gender or disability. We are also committed to safeguarding the welfare of our pupils”.

Department/Directorate: Education

Job Purpose

To support the classroom teacher with their responsibility for the development and education process by providing care and supervision to children/young people, including those who have special physical, emotional and educational needs.

Duties and Responsibilities

Under the direction and control of the classroom teacher or designated supervisor:

- Supervise and support the teaching activities of individuals or groups of children/young people to ensure their safety and facilitate in their physical and emotional development.
- Use appropriate skills to undertake those activities necessary to meet the physical and emotional needs of individuals and groups of children/young people, including those pupils with special educational, physical or emotional needs.
- Monitor individual pupil's progress, achievements, problems, condition and development needs reporting to the responsible teacher as appropriate.
- Use appropriate skills when actively engaged in pre-determined educational activities and work programmes to encourage the intellectual and social development of pupils.
- Assist the teacher in the development and implementation of Individual Education/Behaviour Plans and Personal Care Programmes for individuals and groups of children.

Job responsibilities and tasks may include some of the following;

1. Assist the teacher with the planning of learning activities in the classroom, preparing or modifying work for individuals or group of pupils as directed.
2. Use strategies in liaison with the teacher, to support pupils to achieve learning goals.
3. Establish constructive relationships with pupils providing feedback to them in relation to progress and achievement as directed.
4. Prepare and maintain equipment and teaching resources for lessons and activities including the control of stock within the classroom.
5. Undertake supervision and discipline of pupils within the procedures of the school/service, providing detailed and regular feedback as appropriate.
6. Promote pupil independence in learning, social and mobility skills, reinforcing the pupil's self esteem through praise and encourage, setting challenging and demanding expectations and promote self-esteem and independence.
7. Ensure that pupils are able to safely use equipment and materials provided.
8. Provide support for local and national learning strategies e.g. Literacy, Numeracy, KS3, Early Years.
9. Assist with the implementation of programmes designed by other professionals such as educational psychologists and speech and language therapists.
10. Assist the teacher in liaising with other professional staff and reporting information from/to parents/carers, contributing to meetings to discuss a specific child's progress as appropriate.

11. Assist the teacher with the administration of baseline tests.
12. Support the use of ICT in learning activities and develop pupils' competence and independence in its use.
13. Prepare/clear classroom as directed before and after lessons, including the preparation of visual aids, and the display and presentation of pupil's work.
14. Provide support to the classroom teacher by undertaking photocopying, filing, recording and collecting monies as directed.
15. Assist at an appropriate level, and within the school's protocols, with the provision of general care and welfare of pupils which may include:
 - assist with the personal hygiene routines, e.g. toilet training, changing of incontinent children, dressing and undressing;
 - the changing of soiled clothing and its disposal in an appropriate way;
 - assisting with children's injuries and, where appropriately qualified, administering first aid;
 - assist with the administering of medicines under the direction of **the appropriate medical** staff;
 - assist with the identification and monitoring of children's general health and welfare.
16. Be aware of and comply with policies and procedures relating to child protection, health and safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
17. Support and contribute to the overall ethos/work/aims of the school.
18. Assist with the supervision of pupils outside of lesson times, including before and after school and during lunchtime.
19. Assist with group activities within and away from the classroom/school, such as PE, swimming, educational visits.
20. 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.
21. Attend and participate in relevant meetings as required.
22. Assist the teacher in supporting volunteer helpers or students in the classroom.
23. Any other duties and responsibilities within the range of the salary grade.

All duties and responsibilities must be carried out with due regard to the City Council's Health and Safety Policy.

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

Duties which include processing of any personal data, must be undertaken within the corporate Data Protection Guidelines (Data Protection Act 1998)

NOTE

There is no requirement for a Teaching Assistant to attend for work outside the contractual hours of work for the post. Any attendance of a Teaching Assistant at an activity which is outside the contractual hours of working will be subject to prior mutual agreement between the Teaching Assistant and Head Teacher (or Teacher acting on Head's behalf). This will include the basis upon which attendance will be undertaken i.e. time off in lieu or paid time at the appropriate rate.

If an individual attends an out of school activity in a purely voluntary capacity such an arrangement will be dealt with as an entirely separate matter to this employment.



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Teaching Assistant - Person Specification

Attributes	Essential	How identified
Knowledge	<ul style="list-style-type: none"> • Understanding of relevant codes of practice/ and legislation • Basic understanding of child development and learning • Training in relevant learning strategies • EYFS/Curriculum Framework 	Application Interview Observation
Skills and Abilities	<ul style="list-style-type: none"> • To effectively use ICT and use of other equipment – video, photocopier • Ability to relate well to children and adults • To work constructively as part of a team • Ability to self-evaluate learning needs 	Application Interview Observation
Experience	<ul style="list-style-type: none"> • Experience of working with children of relevant age or with specific special needs 	Application Interview Observation
Educational	<ul style="list-style-type: none"> • Good literacy and numeracy skills • NVQ3 for Teaching Assistants or equivalent qualifications and experience 	Application Interview Observation
Behavioural Attributes	<ul style="list-style-type: none"> • Customer focused. • Has a friendly yet professional and respectful approach which demonstrates support and shows mutual respect. • Open, honest and an active listener. • Takes responsibility and accountability. • Committed to the needs of the pupils, parents and other stakeholders and challenge barriers and blocks to providing an effective service. • Demonstrates a “can do” attitude including suggesting solutions, participating, trusting and encouraging others and achieving expectations. • Is committed to the provision and improvement of quality service provision. • Is adaptable to change/embraces and welcomes change. • Acts with pace and urgency being energetic, enthusiastic and decisive. • Communicates effectively. • Has the ability to learn from experiences and challenges. • Is committed to the continuous development of self and others by keeping up to date and sharing knowledge, encouraging new ideas, seeking new opportunities and challenges, open to ideas and developing new skills. 	Application Interview Observation
Additional Factors	<ul style="list-style-type: none"> • Has the ability to learn from experiences and challenges. • Strong commitment to positive behaviour strategies and constructive handling of problems • An awareness, understanding and proactive commitment to equal opportunities • A understanding of the importance of safeguarding children and a commitment to carrying out the school’s safeguarding practices. 	Application Interview Observation