

HORIZONS SPECIALIST ACADEMY TRUST

HOLLIS ACADEMY

POST TITLE:	TEACHING ASSISTANT (LEVEL 3)
GRADE:	H (pt 14-17)
REPORTS TO:	Principal
RESPONSIBLE FOR:	Support for students with a range of learning difficulties

MAIN PURPOSE

To work under the guidance of teaching/senior staff and within an agreed system of supervision, to implement agreed work programmes with individuals/groups, in or out of the classroom. This could include those requiring detailed and specialist knowledge in particular areas and will involve assisting the teacher in the whole planning cycle and the management / preparation of resources. Staff may also supervise whole classes occasionally during the short-term absence of teachers. The primary focus will be to maintain good order and to keep students on task.

JOB PROFILE

SUPPORT FOR THE STUDENT

- Use specialist (curricular/learning) skills/training/experience to support students
- Assist with the development and implementation of IEPs
- Establish productive working relationships with students, acting as a role model and setting high expectations
- Promote the inclusion and acceptance of all students within the classroom
- Support students consistently whilst recognising and responding to their individual needs
- Encourage students to interact and work co-operatively with others and engage all students in activities
- Promote independence and employ strategies to recognise and reward achievement of self-reliance
- Provide feedback to students in relation to progress and achievement

SUPPORT FOR THE TEACHER

- Work with the teacher to establish an appropriate learning environment
- Work with the teacher in lesson planning, evaluating and adjusting lessons/work plans as appropriate
- Monitor and evaluate students' responses to learning activities through observation and planned recording of achievement against pre-determined learning objectives
- Provide objective and accurate feedback and reports as required, to the teacher on student achievement, progress and other matters, ensuring the availability of appropriate evidence

- Be responsible for keeping and updating records as agreed with the teacher, contributing to reviews of systems/records as requested
- Undertake marking of students' work and accurately record achievement/progress
- Promote positive values, attitudes and good student behaviour, dealing promptly with conflict and incidents in line with established policy and encourage students to take responsibility for their own behaviour
- Liaise sensitively and effectively with parents/carers as agreed with the teacher within your role/responsibility and participate in feedback sessions/meetings with parents with, or as directed
- Supervise and assess routine tests and invigilate exams/tests
- Provide general clerical/admin support e.g. administer coursework, produce worksheets for agreed activities etc.

SUPPORT FOR THE CURRICULUM

- Implement agreed learning activities/teaching programmes, adjusting activities according to student responses/needs
- Implement local and national learning strategies e.g. literacy, numeracy, KS3, early years and make effective use of opportunities provided by other learning activities to support the development of relevant skills
- Support the use of ICT in learning activities and develop students' competence and independence in its use
- Help students to access learning activities through specialist support
- Determine the need for, prepare and maintain general and specialist equipment and resources

SUPPORT FOR THE SCHOOL

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
- Be aware of and support difference and ensure all students have equal access to opportunities to learn and develop
- Contribute to the overall ethos/work/aims of the school
- Establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of students
- Attend and participate in regular meetings
- Participate in training and other learning activities as required
- Recognise own strengths and areas of expertise and use these to advise and support others
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate
- Supervise students on out of school activities as required
- Accompany teaching staff and students on visits and trips as required with appropriate responsibility

PERSON SPECIFICATION		
HOLLIS ACADEMY		
TEACHING ASSISTANT LEVEL 3		
CATEGORY	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<p>5 passes at GCSE level including Maths & English at grade A to C</p> <p>NVQ Level 3 Teaching Assistant qualification or equivalent.</p>	<p>Current first aid certificate</p> <p>Full driving license</p> <p>TEAM TEACH qualified</p> <p>MIDAS accreditation for mini-bus driving</p>
EXPERIENCE	<p>Experience of working as a teaching assistant or with children in a school based setting providing.</p>	<p>Previous experience of working with children who have special educational needs</p>
KNOWLEDGE	<p>Broad understanding of child development</p>	<p>Experience and understanding of behaviour management</p>
SKILLS	<p>Ability to communicate clearly and effectively</p> <p>Ability to work as part of team including parents, colleagues and other professionals</p> <p>Good organizational skills</p> <p>Ability to follow instructions closely and consistently</p>	<p>ICT literate</p> <p>Knowledge of safeguarding and child protection procedures and policies</p> <p>Working knowledge of relevant policies and codes of practice related to special educational needs.</p>
PERSONAL ATTRIBUTES	<p>Enthusiastic and positive approach</p> <p>Commitment to professional development</p> <p>Flexibility and willingness to accept change</p>	