

JOB DESCRIPTION

Employment Details	
Job Title	1:1 Teaching Assistant
Reports to	Principal
Salary Band	WHF NJC K

Safeguarding Commitment:

The White Horse Federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We therefore expect all staff and volunteers to work to and within school policies and procedures, including safeguarding, child protection and health and safety.

This post is subject to satisfactory references which will be requested prior to interview, an enhanced Disclosure and Barring Service (DBS) check, medical clearance, evidence of qualifications and verification of the right to work in the UK.

Purpose of the Role
Under the direction of the Principal, Teacher or Special Education Needs Co-ordinator, work as part of a team to promote the emotional, physical and educational development of pupils, including those with special needs, and work in partnership with parents

Responsibilities
<p>Supporting the pupil</p> <ul style="list-style-type: none"> • Participate in activities designed to meet the emotional, physical and learning needs of individual children and groups of children, including those with special needs. • Assist in the planning, delivery and monitoring of interventions and key skills to support and enable progress. • Monitor pupils' responses to learning activities and encourage them to take an interest in their own learning. • Develop and maintain effective relationships with individual pupils and groups to ensure that pupils achieve learning targets. • When appropriate/when needed may need to apply the practise of team teach <p>Supporting the teacher</p> <ul style="list-style-type: none"> • Assist with the organisation of the learning environment and ensure adequate supplies of learning materials. • Take responsibility for maintaining accurate records in accordance with school policies, data protection. • Use a variety of methods to observe and report on pupil performance in group and individual situations. • Assist with the implementation of individual behaviour management plans/de-escalation plans. • Liaise effectively with parents regarding the development of their children. <p>Supporting the curriculum</p> <ul style="list-style-type: none"> • Assist in the planning delivery and evaluation of learning activities for individuals, groups or the whole class, working with the teacher or SENCO to ensure coverage of the curriculum. • Help pupils to develop their literacy and numeracy skills including reading, writing, number and shape. <p>Supporting the school</p> <ul style="list-style-type: none"> • Assist with the implementation of a behaviour management programme. • Provide consistent and effective support for colleagues in line with the responsibilities of this role. • Develop and maintain effective working relationships with professionals including teachers and external contacts.

- Support the development and effectiveness of work teams in all areas of activity with pupils or colleagues.
- Support the maintenance of pupil safety and security and minimise the risks from health emergencies.

Supporting the Teaching Assistant

- Participate in regular performance reviews and ensure that any personal development needs are identified and met. Attend relevant inset training. Review and maintain your own professional practice through agreed development activities.

Other duties

- In accordance with the provisions of the Health & Safety at Work Act 1974, to take reasonable care for the health and safety of yourself, colleagues and pupils who may be affected by your omissions at work, and to co-operate with the school so far as is necessary to enable the school to perform or comply with their duties under statutory health and safety provisions.
- Undertake any other duties that can be accommodated within the grading level and nature of this post.
- Support pupils in developing effective relationships with peers, younger pupils and adults, challenging anti-social behaviour e.g. racism.
- Help pupils to develop self-reliance and confidence in a range of areas including decision making, problem solving and general life skills, and deal in a positive way with their emotions.
- Working with the class teacher, specialist teacher or SENCo, support pupils with communication and interaction difficulties
- Provide support to pupils with cognition and learning difficulties to develop effective learning strategies and support them working individually, as part of a group or with the whole class.
- Report any safeguarding issues encountered to your safeguarding officer, Vice Principal or Principal ASAP.

Additional Duties and Responsibilities

The principal responsibilities and tasks as set out above are not intended to be exhaustive. The need for flexibility, accountability and team working is required. The post holder is expected to carry out any other related duties that are within the employee's skills and abilities, commensurate with the post's grade and whenever reasonably instructed.

The post holder will respect the need for confidentiality at all times while performing this role.

The post holder must at all times carry out their responsibilities with due regard to Trust policy and arrangements for Health and Safety at Work.

All staff within The White Horse Federation will be expected to accept reasonable flexibility in working arrangements and the allocation of duties to reflect the changing roles and responsibilities.

Safe Working Practices with Children

It is the responsibility of each employee to carry out their duties in line with The White Horse Federation's ethos and culture of safe working practices for adults working with children and be sensitive and caring to the needs of the disadvantaged, promoting a positive approach to a harmonious working environment. Each employee should act as an exemplar on these issues and must, where appropriate, identify and monitor training for themselves and any employees they are responsible for.

General Data Protection Regulations

The post holder is required to comply with GDPR regulations and to maintain awareness of Trust policies and procedures in this area. Attention is specifically drawn to the need for confidentiality in handling personal data and the implications of unauthorised disclosure.

Equality and Diversity

There is a requirement for the post holder to promote the equality and diversity agenda within their own role and areas of responsibility and across the department. In fulfilling the requirements set out in this job description, the post holder will apply The White Horse Federation's commitment to equality by treating all employees fairly and without discrimination.

This job description sets out the duties of the post at the time when it was drawn up. Such duties may vary from time to time without changing the general character of the duties or level of responsibility entailed. Such variations are a common occurrence and cannot in themselves justify a reconsideration of the grading of the post. The job description will be reviewed regularly to ensure that it relates to the role being performed and to incorporate reasonable changes that have occurred over time or are being processed. Any review will be carried out in consultation with the post holder before any changes are implemented.

Developed by:		Issue Date:	
Post Holder signature:		Signature Date:	

PERSON SPECIFICATION

Qualifications and Training

Essential	Desirable
<ul style="list-style-type: none"> • Good general level of education to include Maths and English GCSE grade C or above, or further relevant experience in the absence of formal qualifications. 	<ul style="list-style-type: none"> • NVQ level 2 Teaching Assistant (available September 2002) or equivalent working with pupils with SEN • Team Teach

Skills and Experience

Essential	Desirable
<ul style="list-style-type: none"> • Experience of working as a TA or other relevant experience • Supporting a pupil with complex SEMH by modifying and delivering programmes as directed by teachers and other professionals • Ability to multi-task • Ability to calm situations down with children within SEMH 	<ul style="list-style-type: none"> • Supervising and delivering a catch-up programme • Experience working with SEMH children administering personal care and medical intervention (physio/occupational therapy)

Specialist Knowledge

Essential	Desirable

Personal Traits

The successful candidate will:

- Appreciate the differences between people regardless of ability or background and treat peoples' values, beliefs, cultures and lifestyles with respect and dignity at all times.
- Understand the boundaries of appropriate behavior when working with children and young people and always act in a way that respects these boundaries.
- Understand the principles of confidentiality and adhere to them in respect to the information available within the workplace.
- Have values that align with the ethos and culture of The White Horse Federation.