

|  |  |
| --- | --- |
| **Job Description** | |
| **Post:** | Teaching Assistant |
| **Pay range:** | Scale 3 Point 5 |
| **Ivy is a charity whose purpose is to provide education for the public benefit – this vision is based on four principles: Ivy is one family; Good education is a birth right; Make it easy to make a difference; Local leaders know best.** | |

|  |
| --- |
| **PURPOSE OF POST:**  Support the class teacher in all aspects of teaching and enhance learning opportunities for pupils, bringing to bear knowledge and practical experience gained through working with pupils. |
| **PRINCIPAL RESPONSIBILITIES:**     |  |  |  | | --- | --- | --- | |  | 1: Under the direction of the class teacher, following agreed lesson plans, support the teaching and learning of individual or groups of pupils, using support strategies appropriate to the needs of pupils, providing feedback and liaising over problems. Contribute to the intellectual and social development of pupils and work with individual children to support the achievement of literacy and numeracy targets and in other specific curriculum areas, as directed. Prepare, maintain and deploy appropriate learning aids, materials and equipment.  2: Contribute significantly to the planning of teaching and learning for the whole class and/or individual pupils. Contribute to the planning of lessons and work programmes, the devising of activities and target setting.  3: Contribute to the monitoring, recording and assessment of pupil progress through observation and questioning, against pupil targets (and Individual Educational Plans where relevant) keeping detailed records of individual’s progress.  4: Contribute to the development of a purposeful working atmosphere and implement and monitor the school’s behaviour and any related policies and procedures. Invigilate tests and examinations as directed.  5: Under the direction of the SENCO/Headteacher develop and maintain supportive relationships with parents, carers and others of the pupil’s community. Work collaboratively with other agencies and professionals, as necessary, including educational psychologists, health professionals, education welfare officers, to meet the personal and educational needs of individual pupils.  6: Contribute to the care, health and welfare of pupils in accordance with the school’s health and safety and related policies.  7: As required, contribute to specific aspects of teaching, learning and personal development, for example swimming, school visits, etc..  8: Contribute to the order and cleanliness of the classroom environment. This may involve tidying the class, cleaning up spills, etc..  **CONTEXT:**  Because of the nature of this job, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. Therefore, it is essential in making your application you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders 1974 (Exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are ‘spent’ under the provision of the Act, and, in the event of the employment being taken up, any failure to disclose such convictions will result in dismissal or disciplinary action by the Authority. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.  Disclosures are handled in accordance with the DBS Code of Practice which can be accessed via www.disclosure.gov.uk  *‘The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child*  *protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.* |  | |
| **PERSONAL AND PROFESSIONAL CONDUCT**  Employees are expected to demonstrate consistently high standards of personal and professional conduct. These include but are not limited to:   * Treating pupils with dignity and at all times observing appropriate boundaries * Safeguarding pupils in accordance with The Ivy Learning Trust’s Safeguarding and Child Protection Policy and statutory guidance * Complying with Brimsdown Primary School’s Code of Conduct * Modelling Brimsdown’s values and ethos at all times * Working within agreed Brimsdown and Ivy Learning Trust policies * Responding professionally to parents/carers, visitors and staff members * Undertaking training and engage constructively in meetings, supervision and other events activities designed to improve communication and contribute to continuing professional development * Carrying out duties and responsibilities with due regard and compliance with the Ivy Learning Trust's policies and their personal responsibilities under the Health and Safety at Work At 1974 and all other relevant legislation * Ensuring that duties are undertaken with due regard and compliance with the Data Protection Act and General Data Protection Regulation (GDPR). |



|  |
| --- |
| **Person Specification** |
| The person specification sets out the criteria to be used in determining whether an individual is likely to be able to undertake the duties in the job description. |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Please make sure, when completing your application form, you give clear examples**  **of how you meet the essential and desirable criteria.** | | | | |
| **Attributes** | **Essential** | **How Measured** | **Desirable** | **How Measured** |
| **Experience** | Some experience in the care and/or education of children.  Some experience of planning, monitoring and assessment of pupils’ work.  Some experience of working in an educational setting. | 1,2  1,2  1,2 | Some experience of working with people with a range of special needs.  Experience of working in a school environment is desirable for this post. | 1,2  1,2 |
| **Skills/Abilities** | Able to contribute constructively to and work effectively as a member of a team.  Able to use own initiative in working with parents/carers and the child’s community within an agreed framework and set of objectives  Able to communicate effectively at a range of levels, e.g. with children, parents, other professionals, etc.  Able to contribute to the support of children in all areas of personal and educational development.  Able to keep accurate records.  Able to support learning in numeracy at relevant Key Stage.  Able to support learning in literacy at relevant Key Stage. | 1,2  1,2  1,2  1,2  1,2  1,2  1,2 | Basic information technology skills, e.g. word-processing, databases, spreadsheets. | 1,2 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Competencies** | Able to form appropriate relationships with young people.  Emotional resilience in working with challenging behaviours.  Able to demonstrate appropriate motivation to work with young people. | 1,2    1,2  1,2 | Appropriate attitudes to use of authority and maintaining discipline. | 1,2 |
| **Equality Issues** | Able to recognise common forms of discrimination and to report this if detected.  Some understanding of the issues in an urban multi-cultural context. | 1,2  1,2 |  |  |
| **Specialist Knowledge** |  |  | Some knowledge of how pupils learn.  Some knowledge of curriculum requirements. | 1,2  1,2 |
| **Education and Training** | Able to commit to relevant job training.  National Occupational Standard Level 2, or equivalent, or working towards this.  Willingness to undertake First Aid training and to apply this in the school. | 1,2  1,2,4  1,2 |  |  |

**( 1 = Application Form 2 = Interview 3 = Test 4 = Proof of Qualification 5 = Practical Exercise)**

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

The Job-holder will ensure that Luton Borough Council’s policies are reflected in all aspects of his/her work, in particular those relating to;

1. Equal Opportunities
2. Health and Safety
3. Data Protection Act (1984 & 1998)

In addition to candidates’ ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

* Motivation to work with children and young people;
* Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
* Emotional resilience in working with challenging behaviours; and, attitudes to use of authority and maintaining discipline.

*The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.*