



Job Description

| | |
|------------------------------------|--|
| Job Title | Behaviour Specialist TA |
| Pay scale | Southend Scale 4 |
| Location | Blenheim Primary School |
| Responsible to | SENCO |
| Purpose | To work in partnership with class teachers to support children who display challenging behaviours associated with their social and emotional needs and remove barriers to learning so that they are better able to manage school life. |
| Responsibilities and duties | <p>Support for pupil:</p> <ul style="list-style-type: none">• To work with individual children or small groups on various aspects of the social and academic curriculum under the guidance of teachers.• To promote the inclusion and acceptance of all pupils within the classroom, promoting independence and building self esteem and emotional resilience.• To implement planned learning activities/teaching programmes as agreed with the teacher, adjusting activities according to pupils' responses and needs.• To respond to the individual needs of pupils and use knowledge and skills to support pupils' learning and individual learning styles.• To attend to children's personal needs to include help with social and health needs and simple first aid. <p>Support for teachers:</p> <ul style="list-style-type: none">• To work in partnership with class teachers to ensure that the needs of pupils are met.• Develop, prepare and/or modify materials to support learning.• To reinforce learning.• To liaise regularly with teachers to provide feedback and keep records as necessary.• To meet with teachers to enable planning and preparation for lessons. To create and identify resources to support social, emotional and academic learning. <p>Support for the school:</p> <ul style="list-style-type: none">• To assist with activities outside the classroom including supervising children on visits, in playgrounds and dining areas or as required• To participate in relevant professional development.• To understand and apply the school policies on learning and behaviour, and the statutory guidelines relating to disability discrimination and special educational needs.• To maintain confidentiality and sensitivity to the pupil's needs but have regard to the safeguarding procedures of the school and Learning in Harmony Trust. |



| | |
|--|---|
| | <ul style="list-style-type: none"> • To 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. • To be aware of and support differences and ensure all pupils have equal access to opportunities. • To contribute to the overall ethos/work/aims of the school. • To establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of pupils. • To recognise your own strengths and areas of expertise and use these to advise and support others • Attend relevant training relating to your role within the school and take responsibility for your own professional development. <p>The duties above are neither exclusive nor exhaustive and the post holder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.</p> |
| <p>Key safeguarding responsibilities</p> <p>General responsibilities</p> | <p>To have regard to and follow the safeguarding procedures of the school and Learning in Harmony Trust.</p> <p>All employees are expected to:</p> <ul style="list-style-type: none"> • <i>Undertake any training commensurate with the post.</i> • <i>Show a responsible attitude to health and safety issues and have due regard for their personal safety and that of others.</i> • <i>Support, uphold and contribute to the development of the school's equal rights policies and practices in respect of both employment issues and the delivery of services to the community.</i> <p><i>The Learning in Harmony Trust reserves the right to vary or amend the duties and responsibilities of the post holder at any time according to the needs of the Trust's business. This job description does not form part of the contract of employment</i></p> |

Person Specification

| Attributes | Essential | Desirable | Evidence |
|-----------------------|--|------------------|----------------------------|
| Qualifications | English and Maths GCSE Level C+ or equivalent) | | Application form |
| | Committed to ongoing professional development. | | Application form Interview |



| | | | |
|--|--|---|---|
| | | NVQ Level 2 or 3 supporting Teaching and Learning or equivalent | Application form |
| | | Specialist training in SEN and / or Early Years | Application form |
| | | Current First Aid /Paediatric First Aid qualification | Application form |
| Professional Experience and Knowledge | Knowledge of child development | | Application form References Interview |
| | Experience of working within a school or Early Years setting | | Application form References Interview |
| Personal aptitude, qualities and skills | Experience of supporting children with complex special educational needs which can include behaviour that challenges. Effective time management | Knowledge of implementing Individual Support Plans | Application form References Interview Application form References Interview References Interview |
| | Motivate, inspire and have high expectations of pupils | | Application form References Interview |
| | Ability to use initiative to deal with challenges that the job can present | | Application form References Interview |
| | Able to build positive relationships with all children | | Application form References Interview |

| | | | |
|--|--|--|---|
| | Establish and maintain good working relationships with school staff, parents/carers and external contacts. | | Application form References Interview |
| | Uphold confidentiality at all times | | References Interview |
| | Use IT to support learning | | Application Form |



Learning in
Harmony
Trust

| | | | |
|--|---|---|---|
| | Reflect on own practice | | Application form References Interview |
| | Understand and implement school policies relating to Safeguarding, Behaviour, Equality and Health and Safety. | | Interview |
| | | A commitment to the wider school community. | Interview |