

Job and Person Specification for Early Years Teaching Assistant Grade 4

To work under the instruction/guidance of teaching/senior staff to undertake work/care/support programmes, to enable access to learning for pupils and to assist the teacher in the management of pupils and the classroom. Work may be carried out in the classroom or outside the main teaching area.

SUPPORT FOR PUPILS

- Supervise and provide particular support for pupils, including those with special needs, ensuring their safety and access to learning activities.
- Assist with the development and implementation of Individual Education/Behaviour Plans and Personal Care programmes.
- Establish constructive relationships with pupils and interact with them according to individual needs.
- Promote the inclusion and acceptance of all pupils.
- Encourage pupils to interact with others and engage in activities led by the teacher.
- Set challenging and demanding expectations and promote self-esteem and independence.
- Provide feedback to pupils in relation to progress and achievement under guidance of the teacher.

SUPPORT FOR TEACHERS

- Create and maintain a purposeful, orderly and supportive environment, in accordance with lesson plans and assist with the display of pupils' work.
- Use strategies, in liaison with the teacher, to support pupils to achieve learning goals.
- Assist with the planning of learning activities.
- Monitor pupils' responses to learning activities and accurately record achievement/progress as directed.
- Provide detailed and regular feedback to teachers on pupils achievement, progress, problems etc.

- Promote good pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their own behaviour.
- Establish constructive relationships with parents/carers.
- Administer routine tests and invigilate exams and undertake routine marking of pupils' work.
- Provide clerical/admin. support e.g. photocopying, typing, filing, money, administer coursework etc.

SUPPORT FOR THE CURRICULUM

- Undertake structured and agreed learning activities/teaching programmes, adjusting activities according to pupil responses.
- Undertake programmes linked to local and national learning strategies e.g. literacy, numeracy, KS3, early years recording achievement and progress and feeding back to the teacher.
- Support the use of ICT in learning activities and develop pupils' competence and independence in its use.
- Prepare, maintain and use equipment/resources required to meet the lesson plans/relevant learning activity and assist pupils in their use.

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 pupils have equal access to opportunities to learn and develop.
- Contribute to the overall ethos/work/aims of the school.
- Appreciate and support the role of other professionals.
- Attend and participate in relevant meetings as required.
- Participate in training and other learning activities and performance development as required.
- Assist with the supervision of pupils out of lesson times, including before and after school and at lunchtime.
- Accompany teaching staff and pupils on visits, trips and out of school activities as required and take responsibility for a group under the supervision of the teacher.

Person Specification & Selection Criteria

Experience

- Working with children aged 3-11, particularly 3- to 5-year-olds, in a voluntary or paid capacity **(E)**
- Working constructively as part of a team, understanding classroom/school roles and responsibilities and your own position within these **(D)**

Qualifications & Training

- Early Years Level 2 or 3 or equivalent qualifications or experience **(E)** *Note: Training would be available to enable the right candidate to undertake these qualifications if they don't have them.*
- Meet Higher Level Teaching Assistant standards/equivalent qualification/experience **(D)**
- Good numeracy/literacy skills (including Grade C or above in Maths and English) **(E)**
- Generalist Safeguarding **(D)**
- First aid training/training as appropriate **(D)**

Knowledge and Skills

- Knowledge of the Statutory Framework for the Early Years Foundation Stage and the National Curriculum **(E)**
- Basic understanding of child development and learning **(E)**
- Good inclusive practice and behaviour management skills and strategies **(E)**
- Ability to self-evaluate learning needs and actively seek learning opportunities **(D)**
- Understanding of relevant policies/codes of practice and awareness of relevant legislation, particularly Safeguarding **(D)**
- Some understanding of the importance of Health & Safety and Food Hygiene in the workplace **(D)**

Personal Qualities

- Communication skills with a particular emphasis on oral skills together with personal qualities of enthusiasm, good humour, determination, and resilience
- Dedication, enthusiasm and commitment to making a difference to children's lives.
- A commitment to the provision of high-quality childcare
- A positive approach to inclusive practice, with children and colleagues
- Excellent organisational, record keeping and planning skills
- Ability to take own initiatives and respond quickly to challenges and needs
- Hard-working, punctual, reliable, patient, honest and trustworthy

Note:

(E) = Essential Requirement

(D) = Desirable Requirement