

JOB DESCRIPTION

September 2021

JOB TITLE:	General Teaching Assistant (GTA) plus SEN Allowance
GRADE:	Grade C (point 2-4)
RESPONSIBLE TO:	Class Teacher, Deputy Head Teacher, SENCO and Head Teacher
RESPONSIBLE FOR:	N/A

Job Purpose

To support teaching and other staff in assisting the delivery of the national curriculum and other learning processes, in direct contact with pupils. The role will involve working with both groups and individual pupils under the direction of the class teacher and other appropriate staff.

Special Educational Needs (SEN) Allowance

To support a pupil with specific, additional educational needs – see details below.

ACCOUNTABILITIES/MAIN RESPONSIBILITIES

Effective Communication and engagement with children, young people, their families and carers	<ul style="list-style-type: none"> Under the general direction of the class teacher take part in establishing constructive relationships with children, parents/carers and with other agencies/professionals. Communicate effectively with all children, young people, families and carers. Provide support and encouragement to children and young people. Know that communication is a two way process
Child and young person development	<ul style="list-style-type: none"> Support the learning process under the direction of the teaching or other appropriate staff. Provide, with appropriate guidance and supervision limits, educational, emotional and physical support to students. Assist in the implementation of appropriate behaviour management strategies. Observe a child or young person's behaviour, understand its context, and notice any unexpected changes. Know how to interact with children in ways that support the development of their ability to think and learn.
Safeguarding and promoting the welfare of the child	<ul style="list-style-type: none"> Assist with the supervision of groups and individual students as required. Assist with playground supervision. Know and understand child protection policies and procedures, recognise when a child is in danger or at risk of abuse, and know how to act to protect them.
Supporting transitions	<ul style="list-style-type: none"> Listen to concerns; recognise and take account of signs of change in attitudes and behaviour.

	<ul style="list-style-type: none"> Understand your own role and its limits, and the importance of providing care or support.
Multi-agency working	<ul style="list-style-type: none"> Know the value and expertise you bring to a team and that brought by your colleagues. Work in a team context – forging and sustaining relationships across agencies and respecting the contribution of others working with children, young people and families.
Sharing information	<ul style="list-style-type: none"> Provide feedback, as requested, to the class teacher or other appropriate person to support the planning and evaluation of the learning process in respect of groups and individual students. Be aware of and comply with policies and procedures relating to child protection, confidentiality, health, safety and security. Understand the importance of sharing information, how it can help and the dangers of not doing so. Be aware of own (and others') professional boundaries. Attend staff meetings and training days by agreement with the Head Teacher.
Administration/Other	<ul style="list-style-type: none"> Prepare materials and undertake minor clerical duties. Participate in the School's performance management scheme Participate in training and other learning activities and performance development as required.
Health & Safety	<ul style="list-style-type: none"> Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure
Equalities	<ul style="list-style-type: none"> Ensure services are delivered in accordance with the aims of the equality Policy Statement Develop own understanding of equality issues
SEN Allowance	<ul style="list-style-type: none"> To give 1:1 support to a pupil with special educational needs. Assist the pupil in accessing a broad and balanced range of learning opportunities. Ensure the pupil's safety and physical involvement in a range of sensory and early play activities. Take responsibility for any basic medication or intimate care needs of the pupil.

Whilst this job outline provides a summary of the post, it is not a comprehensive list or description and the job will evolve to meet changing circumstances. Such changes would be commensurate with the grading and conditions of service of the post and would be subject to discussion and consultation. All staff are required to comply with the school's policies, procedures and ethos.

In relation to Data Protection, Information Security and Confidentiality, all staff are required to comply with the school's policies and supporting documentation in respect of these issues.

Equal Opportunities

North Yorkshire County Council supports the principle of equality of opportunity in employment and has a clearly stated policy for Equalities and a copy can be downloaded from www.northyorks.gov.uk. Your school will have its own policies adapted from the County Council's Policy.

PERSON SPECIFICATION

JOB TITLE: General Teaching Assistant + SEN allowance

GRADE: C (point 2 – 4)

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT
Qualifications & Training <ul style="list-style-type: none"> ➤ Childcare Qualification at Level 2 (or equivalent). ➤ Appropriate first aid training 		X X	2 & 4 2 & 4
Experience <ul style="list-style-type: none"> ➤ Experience appropriate to working with children in an education setting. 	X		2, 3 & 4
Skills & Knowledge <ul style="list-style-type: none"> ➤ Good written and verbal communication skills: able to communicate effectively and clearly with a range of staff, children, young people, their families and carers. ➤ Good understanding of child development and learning processes. ➤ Knowledge and understanding of child protection policies and procedures. 	X X X		2, 3 & 4 2, 3 & 4 2, 3 & 4
Personal Qualities <ul style="list-style-type: none"> ➤ Demonstrable interpersonal skills. ➤ Ability to work successfully in a team. ➤ Confidentiality. 	X X X		2 & 3 2 & 3 2 & 3
Other Requirements <ul style="list-style-type: none"> ➤ To be committed to the school's policies and ethos, including British values. ➤ To be committed to Continuing Professional Development ➤ Appropriate motivation to work with children and young people. ➤ Ability to form and maintain appropriate relationships and personal boundaries with children and young people. ➤ A willingness and physical ability to undertake personal care routines. 	X X X X X		2 & 3 2 & 4 2, 3 & 4 2 & 3 2 & 3
Equal opportunities <ul style="list-style-type: none"> ➤ To assist in ensuring that NYCC's equalities policies are considered within the school's working practices in terms of both employment and service delivery 	X		2 & 3

Assessment:

1. Test prior to shortlisting (i.e. all applicants)

2. From application form
3. Probing at interview
4. Documentary Evidence