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**OLD BUCKENHAM HIGH SCHOOL JOB DESCRIPTION**

**SEND SUPPORT ASSISTANT**

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| **Line Manager:** | **SENDCo** |
| **Salary:** | Scale Point 3-4 of the Old Buckenham High School Support Staff Salary Scale: **FTE**, £18,562 - £18,933 per annum**Pro Rata** £12,358 - £12,858 per annum |

**THE POST**

Our SEND Support Assistants work primarily within curriculum areas but also have SEND Keyworker responsibility for Year groups. Levels of need vary between year groups and we are currently looking for staff with specialisms in Cognition and Learning and Social, Emotional and Mental Health.

As determined by student need, there may be access to specific training, such as courses run by Specialist Teachers of the Deaf, Educational Psychologists or specialists in Autism Spectrum Disorders. Our SENDCo has a Dyslexia specialism so you would also be working in an environment where specialist training for Cognition and Learning Difficulties is readily available.

In terms of career development, with this experience, you may decide to take a course to become a Higher Level Teaching Assistant (HLTA). With further study, you could become a fully qualified Special Educational Needs or Mainstream Teacher.

Old Buckenham High School is a member of the Sapientia Education Trust (SET).

On appointment, the successful candidate will be required to complete a six-month probationary period.

**PERSON SPECIFICATION**

You will need:

* sensitivity and understanding
* patience and the ability to remain calm in stressful situations
* to enjoy working with other people
* to be flexible and open to change
* excellent verbal communication skills
* understanding of a school environment
* the ability to deliver support programmes
* the ability to understand people’s reactions
* active listening skills
* to be able to carry out basic tasks on a computer or hand-held device

**JOB SPECIFICATION**

* work inside or outside the classroom with individuals or groups
* adapt support according to needs
* look after children's physical, social and emotional welfare
* help to create a stimulating environment
* give information and help to teachers
* keep records and attend meetings
* Experience of working in an environment that can be physically and emotionally demanding is desirable but not essential
* Knowledge of the *Maximising the Impact of Teaching Assistants Scaffold* and the *Zones of Regulation* is desirable but not essential.

**HOURS OF WORK**

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| Paid Weeks per year | 38 |
| Working weeks | Term Time Only |
| Hours per week | 29 hours 35 minutes |
| Normal Working Pattern | Mon – Fri 08:30-15:15 |
| Unpaid Breaks | 50 minutes per day |
| Holidays | Holiday pay entitlement is included in the pro rata salary for the post and there is no entitlement to take holidays during term-time. The salary includes an additional £1,229.42 to £1,533.20 weeks as holiday pay. |
| CPD Days | School CPD is included in your pro-rata salary and you will be expected to work on all published CPD Days that fall on your normal working days. Any additional time required for CPD can be claimed on a timesheet. |

**REMUNERATION**

Salary Details:

* Scale Points 3-4 of the Support Staff Salary Scale
* FTE Salary: £18,562 - £18,933 per annum
* Pro-Rata Salary for this post, as advertised: £12,358 - £12,858 per annum

New post-holders will normally be appointed on the lower point of the salary scale, which will be reviewed on successful completion of the probationary period, depending on skills and experience.

Annual holiday entitlement for full-time support staff is 244 hours (including bank holidays), rising to 274 after 5 years’ service. Holiday entitlement is pro-rata for employees who work less than 52 weeks per year and/or less than 37 hours per week.

The post-holder will be entitled to join Old Buckenham High School’s nominated pension scheme for support staff.

**DRESS CODE**

The post-holder will be expected to wear workwear appropriate to the role and protective clothing will be provided by Old Buckenham High School where appropriate. All staff will be supplied with appropriate Staff ID. This must be worn at all times to ensure that students, staff and visitors are able to identify Old Buckenham High School employees.

**PRE-EMPLOYMENT CHECKS**

All staff must be prepared to undergo a number of checks to confirm their suitability to work with children and young people. The Trust reserves the right to withdraw offers of employment where checks or references are deemed to be unsatisfactory.

**REVIEW**

The Job Description will be reviewed annually as part of Old Buckenham High School Performance Management programme.