Pathfinder Multi Academy Trust

Providing an excellent education from age 2 to 19

Teaching Assistant 1:1 SEN

Great Ouseburn Primary School

Start date: As soon As Possible

Closing date: Friday 4th December

Interview date: TBC

As a SEND Teaching Assistant, you will work closely with the class teacher, the SENDCo and wider school staff to provide tailored support for this **specific child in Early Years, who has an EHCP related to specific medical needs** - further details of which can be provided, but full training and support will be given. This may include supporting learning in and out of the classroom, delivering targeted interventions, promoting independence, supporting communication and social development, and helping children to engage fully in school life. Further information can be shared confidentially if required.

You will play a vital role in helping children develop confidence, resilience and a love of learning.

We are looking for someone who:

- Has a genuine passion for working with children and helping them succeed.
- Is enthusiastic, positive, patient and nurturing.
- Can build strong, trusting relationships with children, families and colleagues.
- Understands the importance of inclusion and supporting individual needs.
- Has excellent communication and teamwork skills.
- Can adapt their approach to meet the needs of different learners.
- Is committed to promoting children's wellbeing, independence and self-esteem.
- Is willing to learn and develop their knowledge of SEND and inclusive practice.

Pathfinder Multi Academy Trust is an equal opportunities employer, committed to safeguarding and promoting the welfare of children. Enhanced DBS check required.

As part of our due diligence process an online search will be carried out on all shortlisted candidates. These checks are carried out to determine suitability to work with children and keep them safe. If you wish further information regarding these checks please contact 01904 806000.

GRADE/SALARY

NJC Grade C/D - £25,949 - £26,847 + SEN Allowance - £1,590 Reduced pro rata

REPORTS TO

SENCO, Headteacher

HOW TO APPLY

To apply for this role, please submit a completed application form via post or email to:

Great Ouseburn Primary School
Main St,
York
YO26 9RG
Email: Office@ouseburn.pmat.academy

Additional Information

Fixed Term, Term Time Only
35 hours, Monday to Friday

Previous experience of working with children with SEND would be welcomed, but equally important is a positive attitude, a willingness to learn and a commitment to making a difference to children's lives.

If you are enthusiastic about supporting children with SEND and would like to join a school where every child is encouraged to thrive, we would love to hear from you.

For further information about the role please email the headteacher, Nick Oswald, at headteacher@greatouseburn.n-yorks.sch.uk

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About our School



GREAT OUSEBURN
PRIMARY SCHOOL

At Great Ouseburn primary School we believe that everyone only gets one chance at their primary education and every child has the right to LOVE being at school, look forward to coming every day and achieve their true potential. We achieve this by developing strong, trusting relationships, delivering a broad, exciting, relevant and child-led curriculum and having high expectations of every child, with no excuses.



We are very much a community school dedicated to providing the very best education for the children of Great Ouseburn and the surrounding villages. Our aim is for children to leave us as well rounded individuals who display a love of learning in all areas of the curriculum. Children leave us having reached their academic potential and fully prepared for the next stage of their education.



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About our Trust

Formed in August 2016, Pathfinder is a successful and well-established Multi Academy Trust serving more than 6,700 children and their families in schools across York and North Yorkshire. Over the past decade, we have grown into a strong and flourishing partnership, bringing together schools that share a commitment to providing the very best education.

We are a supportive learning community; a partnership of like-minded church and community Schools, where a clear and ambitious vision for a high-quality, inclusive education sets the course and permeates all areas of school life. We believe every child should feel a strong sense of belonging, be supported to achieve their potential and have the opportunity to flourish, whatever their starting point or circumstances.

Pathfinder has a proven track record of leading the way; we are a Trust with strong examination results, high-quality teaching and learning, an inspiring curriculum, excellent opportunities for personal development and a wide, varied programme of extra-curricular activities. We work collectively to share expertise, resources and effective practice across our schools, helping to create the very best experiences and outcomes for our children and young people.

Achievement comes in many different forms and we work together to serve and inspire, nurturing aspiration and promoting excellence in all our students. We are committed to ensuring that every child has the opportunity to discover their strengths, develop their talents and build the confidence they need to succeed in school and beyond.

We value the uniqueness and diversity of each school, celebrating their distinctiveness and the contributions they make to the wider Pathfinder community. By working together, while retaining the individual ethos and character of each school, we create a strong, collaborative and supportive partnership that benefits our children, families and staff.

Setting the course

Leading the way

Serving and inspiring

Our family of schools

- Acomb Primary School
- Applefields School York
- Archbishop Holgate's School — A Church of England Academy Founded 1546
- Badger Hill Primary School
- Barlow CE Primary School — Part of the White Rose Federation - One family, branching out together
- Burton Salmon CP School — Part of the White Rose Federation - One family, branching out together
- Chapel Haddlesey CE School — Part of the White Rose Federation - One family, branching out together
- Clifton with Rawcliffe
- Great Ouseburn Primary School
- Hempland Primary School
- Hensall Community Primary School — Part of the White Rose Federation - One family, branching out together
- Heworth Church of England Primary School
- Huntington Primary Academy
- Malton School — A Specialist Science School
- New Earswick Primary School
- Poppleton Road Primary School
- Rufforth Primary School — Inspire · Care · Grow
- St Barnabas Church of England Primary School
- St Lawrence's Church of England Primary School
- Tang Hall Primary School
- Welburn Community Primary School

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Job description

Main Purpose of Job

To work as a specialist Teaching Assistant on a 1:1 basis with a child under the guidance of the class teacher.

Core Responsibilities, Tasks and Duties

- Works with a specific child under the guidance of the class teacher, SENDCo and Headteacher within an agreed system of supervision. This will include providing specific medical intervention, with full training and support.
- Use own initiative in delivering and implementing learning activities by application of specific skills, knowledge and experience as it relates to the needs of the individual child.
- Plans and prepares own work in accordance with the teacher's instructions and the needs of the child.
- Contributes to the assessment and monitoring of pupil progress through planned observation, marking, recording and feedback procedures.
- Works in partnership with other adults involved in the education process and liaising with external professionals and parents/carers where appropriate.
- Attends and contributes to meetings with other staff, external professionals and parents/carers.
- To establish positive working relationships with parents/carers.
- To follow the school's policies and procedures, in particular: all Safeguarding, Health and Safety policies, Equality policy and Data Protection policy.
- To participate as required in the school's performance management and supervision systems and take part in appropriate training and development activities.
- To contribute to the overall ethos, work and aims of the school.

Supervision/Management of People

None.

Creativity and Innovation

- Monitors and is responsive to pupil's learning and behaviour at all times by making adjustments to supervised activities.
- Monitors and is responsive to pupil's personal needs and adapts plans accordingly.
- Communicates effectively with teachers, other professionals and parents/carers.
- On the basis of their knowledge and understanding of pupils needs and responses to learning, contributes actively to the planning and review of the differentiated curriculum by recommending changes in provision to the teacher.
- Provides advisory support and contributes to the professional development of colleagues in relation to their specific area of expertise.

Contacts and Relationships

Internal

Contributes to the teachers' planning , teaching and assessment as it relates to the specific child. Enables pupil's access to the planned curriculum and meets social and personal needs. Contributes to the professional development of colleagues and works in collaboration with other school staff.

Contacts and Relationships

External

Provides information about pupil's progress, strategies and issues to other school staff and outside professionals. Shares and discusses pupil's progress and needs and family needs with parents and recommends strategies/courses of action as required.

Decisions - discretion and consequences

- Takes action to meet pupil's needs as they arise to avoid undue physical or mental stress.
- Communicates information effectively to teachers, other professionals and parents when the need arises.
- Recognises when it is necessary to make adjustments to planned activities in order to enable a pupil to access the curriculum fully and make progress.
- Responds to on-the-spot decisions requiring immediate attention.
- Recognises when it is necessary to implement agreed de-escalation strategies to minimise the risk of pupil's behaviour becoming disruptive or dangerous.

Resources

None.

Work Environment

Work demands

Work may be subject to frequent change and interruption. Need to implement activities in lessons as planned in relation to the specific child.

Physical and Mental demands

Mainly involves sitting with pupils but may have sustained periods of more physical activity involving bending, crouching, lifting and walking when meeting the needs of pupils.

Working conditions

Majority of work takes place in a classroom environment but some involvement in outside activities e.g. PE and lunchtime supervision.

Work context

Minor risk of verbal abuse and physical harm from a minority of pupils and members of the public who behave aggressively.

Knowledge and Skills

- In depth knowledge, understanding and skills in relation to children with Special needs.
- Excellent communication skills.
- Excellent interpersonal skills.
- Knowledge of normal child development and children's personal development needs.
- ICT capable to produce appropriate resources.
- Knowledge of specific strategies which promote good behaviour.
- Knowledge of developmental progression in the emotional curriculum.
- Ability to participate fully in planned physical interventions, in personal care routines and in moving and handling pupils, using recognised procedures.
- Experience of participating fully in planned intervention programmes for children with emotional and behavioural difficulties.
- A flexible and adaptable team player.

Position of Job in Organisation Structure

This post works alongside a teacher in a classroom environment.

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Professional development

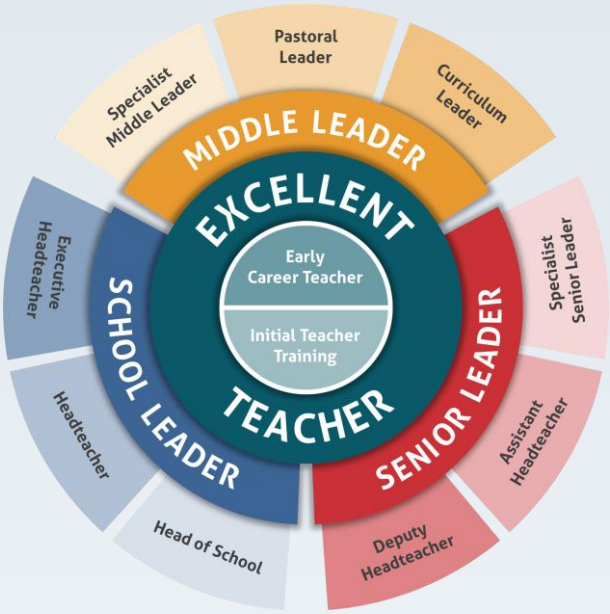
The professional development of our staff is a key commitment of the Trust and we have a career pathways programme to ensure we recruit, develop and retain the very best colleagues.

TEACHING STAFF

Our career pathways programme for teaching staff begins with Initial Teacher Training and supports colleagues throughout their career, from becoming an excellent classroom practitioner to progressing into middle and senior leadership roles and beyond.

At Pathfinder we:

- create a bespoke pathway to develop each person's individual talents and ambitions.
- provide the highest quality research-proven CPD.
- offer access to skilled leaders and mentors.
- give staff opportunities for development from Initial Teacher Training to senior management.



SUPPORT STAFF

Support staff in our schools benefit from our Learning, Training and Development programme, which aims to ensure that all colleagues have access to the skills, knowledge, qualifications and resources they need to fulfil their roles to the highest standard. The programme provides opportunities for colleagues to develop their expertise, build confidence and continue their professional development, supporting both their current role and future career aspirations.

At Pathfinder, support staff will:

- be confident in fulfilling their role to the highest level.
- act as a source of support, advice and guidance to their colleagues.
- identify any training and development needs for themselves and staff they manage.
- be given support and advice to develop their skills to progress to posts at the next level.



PATHFINDER LEADERSHIP ACADEMY

Partnering with the National Society for Education, the Pathfinder Leadership Academy has been designed to identify, develop and support colleagues to progress into positions of middle leadership and beyond.

Pathfinder Teaching School Hub

Proudly delivering Initial Teacher Training and Education, Appropriate Body services, the Early Career Framework and National Professional Qualifications across our urban, rural and coastal school communities.

Pathfinder Education Partnership

Working in partnership with our urban, rural and coastal school communities to champion, sign-post, design and deliver high-quality professional development across Yorkshire and the Humber.

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Benefits of working at Pathfinder

Our range of employee benefits aims to support the health and wellbeing of our staff ensuring they are valued and supported throughout their time at work.

PENSION SCHEME

Pathfinder staff are offered membership of either the Teachers' Pension Scheme, or for support staff, the Local Government Pension Scheme. As well as the employee paying into the scheme (banded, based on earnings) the Trust also pays into the scheme on the employee's behalf at the following rates (regardless of earnings).

Local Government Pension Scheme
The Trust contributes an additional 19.9 of your salary.

Teachers' Pension Scheme
The Trust contributes an additional 28.68% of your salary.

STAFF BENEFITS PLATFORM

Perkbox, our employee benefits platform, gives staff access to all of our benefits in one easy to use and convenient place. Perkbox also provides exclusive benefits through their platform and the option to spread the cost of purchasing items straight from your salary through the home and electronics and cycle to work benefits schemes.

CSSC SPORTS AND LEISURE

Our staff benefits scheme with CSSC gives staff access to over 4,500 benefits, offers and activities including savings at restaurants, cinemas, gyms, theme parks and attractions; up to 70% off shopping with thousands of online and high street retailers and a free health and wellbeing portal for courses, classes and content.

TES MAGAZINE SUBSCRIPTION

Pathfinder staff have free access to the online TES magazine, helping you stay up to date with the latest education news, expert analysis and developments in teaching and learning. With a wide range of articles, insights and practical ideas, TES provides a valuable resource to support your professional knowledge and development.

EMPLOYEE ASSISTANCE PROGRAMME

Making sure everyone at Pathfinder gets the support they need whatever their worries, the Employee Assistance Programme provides specialist counselling and resources 24 hours a day, 365 days a year. The service is completely confidential and provides support by telephone or online from specialist call handlers and counsellors who understand the demands of working in education. You can also access:

- Emotional support and counselling
- Six sessions of in person or telephone counselling
- Access to online Cognitive Behavioural Therapy
- Specialist information on work-life balance
- Financial and legal advice

ABLE FUTURES

As a Trust, we are subscribed to Able Futures which provides up to nine months of confidential, no cost advice, guidance and support from mental health professionals to help you cope with work while you manage a mental health condition such as anxiety, depression or stress.

DISCOUNTED BUS TRAVEL

The First Bus Commuter Travel Club provides employees with exclusive discounts on work and leisure travel using First Bus services. The scheme offers a convenient and cost-effective way to travel, helping to save money on regular journeys as well as travel during free time. The benefits include:

- Savings on discounted monthly bus tickets
- Unlimited bus travel in your chosen zone
- Tickets delivered straight the First Bus app
- Spread the cost of annual travel

FREE WILL WRITING SERVICE

Estate planning and will writing specialists Durham McCarthy are able to offer Pathfinder employees a free will writing service to help you plan for your future, protecting your family and loved ones.