

WYMONDHAM COLLEGE PREP SCHOOL JOB DESCRIPTION

TEACHING ASSISTANT

Line Manager:	Headteacher (but working to and with a qualified teacher on a day to day basis)
Salary:	Points 05 – 06 of the Support Staff Salary Scale: FTE: £19,650 - £20,043 per annum Pro-rata: £17,053 - £17,706 per annum

THE POST

Wymondham College Prep School is a member of the Sapientia Education Trust (SET). The school is committed to the professional development of all staff and provides a safe and supporting environment to work in.

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

PERSON SPECIFICATION

The personal competencies expected of all support staff are:

- The ability to communicate clearly and tactfully using appropriate methods and an awareness of the impact of your own communication on others;
- Able to maintain positive relationships with all and able to work as an effective and flexible part of a team; willing to change methods of work and routines to benefit the team;
- Willingness to accept responsibility for your own actions; the ability to prioritise effectively, meet deadlines and accept challenges.

The personal competencies expected for the role are:

- Engages with pupils appropriately and works with the best interest of pupils in mind;
- Able to work with minimum supervision;
- Understand statutory requirements and policies;
- Able to maintain confidentiality appropriately;
- Able to work as part of a team.

The qualifications and previous experience required for the role are:

A good level of literacy and numeracy is essential;

Ideally hold a NVQ Level 3 Teaching Assistant qualification or be a graduate with previous experience working with primary school age children, in a classroom environment is highly desirable.

JOB SPECIFICATION

General Responsibilities

Under the instruction/guidance of teaching or other senior staff and within the overall ethos of the school, undertake care and learning programmes and activities to support individuals or groups of pupils, including more specialised support for those with special education needs, enable access to learning for pupils and assist the teacher in the management of pupils and the classroom.

The post-holder will be required to comply with the Wymondham College Prep School Code of Conduct.

Sapientia Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The post-holder will have access to and be responsible for confidential information and documentation. They must ensure confidential or sensitive material is handled appropriately and accurately.

A non-exhaustive list of specific responsibilities for the role is below and you will be required to undertake other duties and responsibilities as may reasonably be required.

Specific Responsibilities

- To attend to the personal and social needs of pupils and any other special requirements depending on the nature of a pupil's special needs and, wherever possible, making these part of the learning experience;
- Under agreed school procedures and in line with statutory guidance on supporting pupils at school with medical conditions, to give first aid/medicine or assist with programmes of special care such as physiotherapy under the direction of the appropriate specialist;
- 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;
- Promote inclusion and acceptance of pupils while encouraging constructive relationships within the classroom and with parents;
- Provide feedback to pupils in relation to progress and achievement under the guidance of the teacher;
- Assist with the planning of learning activities;
- 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.
- Monitor pupils' responses to learning activities and accurately record achievement/progress as directed and provide detailed and regular feedback to teachers on pupils' achievement, progress, and problems;
- Promote outstanding pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their behaviour;
- Administer routine assessments, undertake marking of pupils' work and provide clerical/admin support, e.g. photocopying, typing and filing.
- Undertake structured and agreed learning activities/teaching programmes, adjusting activities according to pupil responses, including undertaking literacy and numeracy programmes, recording achievement and progress and feeding back to the teacher;
- Prepare, maintain and use equipment/resources required to meet the lesson plans/relevant learning activity and assist pupils in their use, including supporting the use of ICT in learning activities and developing pupils' competence in its use;
- 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;
- Attend and participate in relevant meetings as required and 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 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.
- Supervise children in all areas of the school, including the dining room, play areas and classrooms as directed by the Headteacher in order to ensure the safety and good behaviour of the children;
- Supervise the children during the meal to ensure that a good atmosphere is maintained;
- Encourage good eating habits and assist younger children where necessary;
- Maintain good order at all times to ensure that school standards are adhered to;
- Assist generally in the dining area e.g. Wiping up spillages to ensure a safe and ordered environment is maintained at all times;
- Supervise the movement of children to and from the dining room in order to ensure the safety and well-being of the pupils;
- Set up and clear away the tables and chairs in the dining room;
- Support children in their play;
- Follow the school procedures when dealing with poor behaviour or friendship difficulties;
- Inform the class teacher of significant issues which have arisen at lunchtime, recording any significant issues in the class record files or on special forms for particular children;
- Refer any concerns regarding the safeguarding of children to the designated person or alternate;
- Deal with first aid on the playground wherever possible or bring the child into the medical room to attend to if more severe. Complete the written record forms and pass onto the class teacher and office;

- Undertake other similar activities that may fall within the grade and scope of the post as directed by the Headteacher.

HOURS OF WORK

Working weeks	Term Time plus 1 week.
Hours per week	37.5 hours per week
Normal Working Pattern	Monday – Friday 08:00 – 16:30
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.
CPD/Inset Days	CPD/Inset Days are included in your pro-rata salary.

REMUNERATION

Salary Details:

Point 5-6 of the Support Staff Salary Scale:

- FTE: £19,650 - £20,043 per annum
- Pro-rata: £17,053 - £17,706 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.

The post holder will be entitled to join Trust's nominated pension scheme for support staff.

DRESS CODE

The post holder will be expected to wear appropriate business attire and will be supplied with appropriate Staff ID. This must be worn at all times to ensure that pupils, staff and visitors are able to identify 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.

Sapientia Education 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 the Trust's Performance Management programme.

