

**WHITE HOUSE FARM PRIMARY SCHOOL
 JOB DESCRIPTION**

TEACHING ASSISTANT AND AFTER SCHOOL CLUB ASSISTANT

Line Manager:	Headteacher
Salary:	TA role - Point 5 to 6 of the Support Staff Salary Scale: FTE £19,650 - £20,043 per annum Pro-rata: £7,755 - £8,050 per annum ASC role - Point 3 to 4 of the Support Staff Salary Scale: FTE £18,887 - £19,264 per annum Pro-rata: £3,194 - £3,316 per annum

THE POST

The school is committed to the professional development of all staff and provides a safe and supporting environment to work in.

White House Farm Primary School opened in September 2019 in a brand new £8 million building servicing a new housing development in Sprowston, Norwich. The school admitted one form of entry in September 2019 but will eventually grow to 420 pupils.

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

White House Farm Primary School is part of Sapientia Education Trust.

PERSON SPECIFICATION

The personal competencies expected of all school 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 White House Farm Primary 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

- 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;
- Support children in their play;
- Promote outstanding pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their behaviour;
- Refer any concerns regarding the safeguarding of children to the designated person or alternate;
- Undertake other similar activities that may fall within the grade and scope of the post as directed by the Headteacher.

- 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;
- 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;
- Use strategies, in liaison with the teacher, to support pupils to achieve learning goals.
- 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;
- 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.

HOURS OF WORK

Working weeks	Term Time only (normally 38 weeks).
Hours per week	25 hours per week
Normal Working Pattern	Monday – Friday 12:00 - 15:30 TA role 15:30 - 17:00 After School role
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 Days	Your working hours do not include the automatic requirement to work of published CPD days, but you may be required to attend mandatory training and in these cases, the additional hours may be claimed on a timesheet.

REMUNERATION

Salary Details:

- TA role - Point 5 to 6 of the Support Staff Salary Scale:
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- Pro-rata: £7,755 - £8,050 per annum

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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

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 White House Farm Primary 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.

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.