

Behaviour Support Teaching Assistant

Job description and person specification

Job description

Post title: Behaviour Support Teaching Assistant

Salary: Grade 4

Position: 37 hours per week, term time only

Reports to: Behaviour Lead

Diverse Academies is a multi-academy trust with a vision to inspire, to raise aspirations and to create brighter tomorrows. Across primary, secondary and special settings, we share a common mission to nurture curiosity, develop wellbeing and empower children and young people to go beyond their aspirations. Together, we believe we can make a difference in our diverse communities, and in the lives of those who learn with us and work with us.

We empower. We respect. We care.

Purpose of the post

Working under the guidance of the Assistant Principal for Behaviour, Attitudes and Personal Development, and the Behaviour Lead to support pupils to access learning successfully through positive relationships, regulation strategies and interventions.

To work as part of a team to support the education and personal development of young people in the age range 7-19 years who have an Education and Health Care Plan.

Main duties and responsibilities

Support the pupil by:

- Undertaking the activities with either individuals or groups of children to ensure their safety and facilitate their physical, emotional and educational development.
- Carrying out pre-determined educational activities and work programmes whilst promoting independent learning.
- Working to establish a supportive relationship with the children and parents concerned.
- Promoting the inclusion and acceptance of all pupils within the classroom.
- Promoting and reinforcing the child's self-esteem.
- Supporting individual behaviour plans in accordance with their EHCPs
- Encouraging co-operative and effective interactions.
- Using intervention strategies appropriately, manage conflict the de-escalation techniques, positive handling and recovery strategies.
- Having a knowledge of all roles and responsibilities related to the care and support of pupils.
- Preparation of learning materials and resources, adapting the environment when necessary,
- Supporting the maintenance of pupil safety
- Supporting sensory impaired pupils.
- Respond to signs of health problems e.g. asthma attacks, epilepsy

Support the teacher by:

- Monitoring individual children's needs and reporting these to their designated supervisor as appropriate.
- Keeping such records of the children's development as are required by the school.
- Assisting teaching staff in the planning of work programmes for individuals and groups of children. (behaviour programmes for individuals)
- Assisting the teaching staff in the smooth transition between educational phases (and reintegration into the classroom)
- Working in general and specialist teaching areas including PE, Sensory Room
- Supporting the implementation of strategies to manage pupil behaviour.
- Helping and supporting within the team through good working relationships.
- Attending training sessions to develop skills in dealing with challenging behaviours.

Support colleagues/team working by:

- Responding promptly to protect self and others from risks during episodes and challenging behaviour.
- Supporting colleagues by having knowledge of what to do when called to assist.
- Offer support and guidance to Grade 3 Teaching Assistants.
- Be responsible for small group accessing the community with the support of other Teaching Assistants. These activities will be planned by the teacher who will retain full responsibility for that activity and the pupils involved.

This job description is not an exhaustive list of duties and the post holder will be required to undertake any other reasonable duties discussed and directed by the line manager.

Additional

We all have a responsibility for providing and safeguarding the welfare of children and young people we are responsible for or come into contact with.

Collectively, we share and co-develop best practice for the benefit of all our academies. We promote the employment of people with disabilities and will make any adjustments considered reasonable to the above duties.

You will have the opportunity to access the very best professional development and therefore may be required to attend, from time to time, training courses, conferences, seminars or other meetings.

We empower our colleagues to enable our pupils and pupils to meet the highest possible standards, and we recognise that all our staff have a role in improving pupil outcomes.

The contents and allocation of particular responsibilities and duties may be amended after consultation from time to time as part of a broader structural review.

We have an established framework of core principles and practice to which all our academies subscribe, which are developed and agreed on in collaboration.

It is a condition of your employment you are expected to adhere to our policies, procedures and guidelines.

Person specification

The following qualities are all deemed fundamental to the requirements of the post. The Trust will, therefore, be seeking evidence of these in the selection process, which will include the application, interview(s) and references.

The Trust is seeking to appoint highly skilled, dynamic, flexible and committed staff with the potential to help us realise our vision and strategic objectives. The appointing panel will, therefore, require sufficient evidence of ability and achievement in each of the following areas in order to make an appointment.

Category	Essential	Desirable	Evidence
Qualifications			
GCSE English and maths at C (or above) Grade (or equivalent)	✓		Application form
Relevant information, communication and technology qualification e.g. ECDL etc.		✓	
NVQ level 3 for Teaching Assistants or equivalent qualification or experience together with a working knowledge of national curriculum and other relevant learning programmes/strategies.		✓	
Working at or towards the professional standards for higher level teaching assistants		✓	
Experience, knowledge and understanding			
Experience of working successfully with pupils who have special educational needs, including those who have behaviour support needs.	✓		Application form
An understanding of specific learning difficulties	✓		
Commitment to the safeguarding and welfare of all pupils and providing equality of opportunity	✓		Interview
Working with or caring for children of a relevant age		✓	Portfolio of work
Strong behaviour management and de-escalation skills		✓	
Understanding of trauma-informed practice		✓	
Training in the relevant learning strategies e.g. literacy		✓	References
Experience of, or training in, dealing with challenging behaviours such as biting, kicking and hair pulling		✓	
Personal attributes, qualities and leadership skills			
Work constructively as part of a team, understanding classroom roles and responsibilities and own position within these	✓		Application
Build positive, trusting relationships with pupils as a consistent role model	✓		
Strong interpersonal and communication skills with the ability to relate well to children and adults	✓		Portfolio of work
Resilient, patient and calm under pressure	✓		
Compassionate, respectful and fair	✓		References
Commitment to undertake Team Teach training	✓		
Ability to be self-motivated and work from own initiative	✓		
Shows commitment to a supportive, coaching culture	✓		
Encourage positive peer interactions and social skills development	✓		
Committed to ongoing personal and professional development	✓		
Core			
The post holder will be subject to an enhanced	✓		

Disclosure & Barring Service check			Pre-employment checks
Prior to confirming an appointment to the Trust, individuals are asked to complete a medical questionnaire in order that the Trusts Occupational Health provider can ascertain their medical fitness for the post	✓		