**FIVE RIVERS MULTI ACADEMY TRUST**

**JOB DESCRIPTION / PERSON SPECIFICATION**

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| Post Title | **SENIOR TEACHING ASSISTANT – LEVEL 3** |
| Grade | **Grade 4** |
| Responsible to | Principal |
| Responsible for |  |
| Purpose of job | To work under the guidance of teaching/senior staff and within an agreed system of supervision, to implement work programmes with individuals/groups, in or out of the classroom. This could include those requiring detailed and specialist knowledge in particular areas and will involve assisting the teacher in the whole planning cycle and the management/preparation of resources. Staff may also supervise whole classes occasionally during the short-term absence of teachers. The primary focus will be to maintain good order and to keep pupils on task. Cover supervisors will need to respond to questions and generally assist pupils to undertake set activities |
| Normal base of work | Tinsley Meadows Primary Academy, Norborough Road. SHEFFIELD S9 1SG – however there may be some requirement to work from other Five Rivers Trust sites as appropriate. |
| Safeguarding statement | Five Rivers MAT is committed to safeguarding and promoting the welfare and safety of children and expect all staff to share this commitment. The successful candidate will be required to complete a Disclosure Barring Service check in line with Section 115 of the Police Act 1997.This post is exempt under the Rehabilitation of Offenders Act, so all criminal convictions must be stated, with dates. Failure to do so will disqualify individuals from appointment and, if appointed may render them liable to immediate dismissal without notice. An individual disqualified from working with children through any of the various means available is guilty of an offence if he or she knowingly applies for or accepts any work in a regulated position i.e. classified as working with children (Criminal Justice and Court Services Act 2000).The Five Rivers MAT will only offer appointments if the above checks are satisfactory; and will allow no unsupervised access to children before completion of all checks. |

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| The post holder must, at all times, carry out his / her duties and responsibilities within the spirit of the Five Rivers Multi Academy Trust, the Trust’s policies and within the framework of the Education Act 2002 and the School Standards |

##### Main Duties and Responsibilities

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| SUPPORT FOR PUPILS |
| 1. Use specialist (curricular/learning) skills/training/experience to support pupils
2. Assist with the development and implementation of IEPs
3. Establish productive working relationships with pupils, acting as a role model and setting high expectations
4. Promote the inclusion and acceptance of all pupils within the classroom
5. Support pupils consistently whilst recognising and responding to their individual needs
6. Encourage pupils to interact and work co-operatively with others and engage all pupils in activities
7. Promote independence and employ strategies to recognise and reward achievement of self-reliance
8. Provide feedback to pupils in relation to progress and achievement
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| SUPPORT FOR THE TEACHER |
| 1. Work with the teacher to establish an appropriate learning environment
2. Work with the teacher in lesson planning, evaluating and adjusting lessons/work plans as appropriate
3. Monitor and evaluate pupils’ responses to learning activities through observation and planned recording of achievement against pre-determined learning objectives
4. Provide objective and accurate feedback and reports as required, to the teacher on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence
5. Be responsible for keeping and updating records as agreed with the teacher, contributing to reviews of systems/records as requested
6. Undertake marking of pupils’ work and accurately record achievement/progress
7. Promote positive values, attitudes and good pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their own behaviour
8. Liaise sensitively and effectively with parents/carers as agreed with the teacher within your role/responsibility and participate in feedback sessions/meetings with parents with, or as directed
9. Administer and assess routine tests and invigilate exams/tests
10. Provide general clerical/admin. support e.g. administer coursework, produce worksheets for agreed activities etc.
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| SUPPORT FOR THE CURRICULUM |
| 1. Implement agreed learning activities/teaching programmes, adjusting activities according to pupil responses/needs
2. Implement local and national learning strategies e.g. literacy, numeracy, KS3, early years and make effective use of opportunities provided by other learning activities to support the development of relevant skills
3. Support the use of ICT in learning activities and develop pupils’ competence and independence in its use
4. Help pupils to access learning activities through specialist support
5. Determine the need for, prepare and maintain general and specialist equipment and resources
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| SUPPORT FOR THE SCHOOL |
| 1. 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
2. Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop
3. Contribute to the overall ethos/work/aims of the school
4. Establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of pupils
5. Attend and participate in regular meetings
6. Participate in training and other learning activities as required
7. Recognise own strengths and areas of expertise and use these to advise and support others
8. Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate
9. Undertake planned supervision of pupils’ out of school hours learning activities
10. Supervise pupils on visits, trips and out of school activities as required
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Any other duties and responsibilities appropriate to the grade and role

All of the above duties and responsibilities to be carried out in accordance with Five Rivers MAT’s policies, national legislation, equal opportunities, data protection and Health and Safety.

**PERSON SPECIFICATION: SENIOR TEACHING ASSISTANT – LEVEL 3**

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|  | **Essential** | **Desirable** |
| **Qualifications**  | A good standard of secondary education Good levels of educational achievement in numeracy and literacy | A relevant Teaching Assistant qualification (e.g. NVQ level 2 or 3) or equivalent experience |
| **Professionalism** | Able to work with professional integrity, honesty and transparency. Demonstrates high expectations for self and others Open and adaptable to new ways of working that promote the ethos of the Trust and the schoolCommitment to maintaining confidentiality at all timesCommitted to working well with colleagues, developing and maintaining positive working relationships. Values differences of opinion and different ways of working.Ability to self-manage work-load and competing prioritiesAn effective communicator, both written and orallyAbility to be flexible to meet the needs of the children | Shows a strong commitment to values which align well with the Trust & the SchoolExperience of being a role model with a team and supporting colleagues |
| **Safeguarding** | Knowledge of Keeping Children Safe in EducationPassionate about safeguarding childrenCommitment to the use of positive behaviour strategies to achieve a culture that promotes fairness, respect and consideration towards othersZero tolerance of bullying of any kindAn understanding of the TA role in supporting the whole child: relationships, identity, mental health, basic needs and overall well being | Safeguarding TrainingExperience of initiating school policies and procedures for Safeguarding |
| **Professional development**  | Evidence of and commitment to professional development or study in the last 5 yearsCommitment to working collaboratively to improve practice | Clear commitment to a future career with the Five Rivers Trust Experience of working collaboratively to improve practice |
| **Diversity Equality & Inclusion** | Promotes equality and celebrates diversity; understands the need for equity not equality; acknowledges and takes steps to eradicate unconscious bias in own practice | Experience of championing Diversity, Equality and Inclusion in professional setting |
| **Teaching & Learning** | Experience of supporting teaching and learning a relevant key stage or year group (either in a paid or voluntary capacity or by supporting children at home)Committed to developing own practiceAn understanding of the varied needs of children as they develop socially and academically. | Experience in delivering first aid / medication / personal / intimate care, physical intervention / behaviour management strategiesExperience of working with children with special educational needs and or disabilitiesExperience of primary level assessment of childrenExperience of working with families and parents |