



Job Description Level 1 Teaching Assistant

Employer	Castleman Academy Trust	Salary	Grade C SCP 3 - 4
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Key Priorities

Work within the school as part of a team, under the general direction of the Headteacher who will be responsible for the overall policy of the educational programme and for matters of control and discipline within the school.

Key Responsibilities

Support the pupil by:

- Undertaking activities with either individuals or groups of children to ensure their safety and facilitating their physical, emotional and educational development.
- Carrying out pre-determined educational activities and work programmes whilst promoting independent learning under the supervision of the teacher.
- Working to establish a supportive relationship with the children and parents concerned.
- Encouraging acceptance and inclusion of children with special needs.
- Promoting and reinforcing the children's self-esteem.

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.

Support the school by:

- Being aware of and working in accordance with the school's policies and procedures.
- Respecting confidential issues linked to home, other pupils, teachers, work or school, keeping confidences as appropriate, and acting on these matters as directed by the teacher.

Support personal development by:

- Participating in the school's appraisal and employee development procedures.
- Attending relevant training and development opportunities as required by the Headteacher.

Generally:

- Support the school's fire and emergency procedures by being familiar with the instructions for staff and children, located in all of the teaching areas, and take appropriate action should the need arise.
- Retain the confidentiality of all aspects of school life.
- Comply with all decisions, policies and standing orders of the school and the Borough of Poole; comply with any relevant statutory requirements, including Equal Opportunities legislation, the Health and Safety at Work Act and the Data Protection Act.
- Have a commitment to Child Safeguarding, to promoting the welfare of children and young people in accordance with the school's agreed procedure, and to meeting the five outcomes of Every Child Matters.

Supervision and Management of People

- Little or no supervisory responsibility other than assisting work familiarisation of peers and new recruits.

Knowledge and Skills

- Experience of working with children in an educational setting is an advantage.
- The post holder will require discretion, loyalty, commitment, patience, flexibility, good personal organisation, firmness, the ability to work within a team, and good oral communication.
- An education standard equating to GCSE grade C in English, Mathematics and Science would be an advantage, together with a qualification relevant to supporting the learning process in schools.

Creativity and Innovation

- Within prescribed school guidelines and under the direction of the teacher, implement a range of strategies to engage individuals and groups of pupils, often with differing requirements, in learning activities.
- Use a variety of interpersonal techniques to establish supportive relationships with pupils, parents and carers.
- Guidance is normally readily available from teaching staff and more complex or controversial decisions will be referred to a teacher.
- The post encompasses a range of tasks involving application of readily understood rules, procedures or techniques.

Contacts and Relationships

- Regular contact with all staff and occasional contact with parents or carers to pass on and receive information, advice, guidance, suggestions and ideas.
- Contact with pupils on well-established matters providing readily available information or assistance, or occasionally dealing with issues where the outcome may not be straightforward.

Decisions

- Within the agreed school policies, guidelines and rules, decide when and how to apply a range of strategies for the benefit of pupils in relation to their educational activities, behaviour and care.
- These decisions often need to be made immediately to deal with the situation presented.

Resources

- Little or no responsibility for physical or financial resources.

Work Environment

- The post holder may be required to deal with routine issues which arise but which will not involve a change to the programme.
- The post holder may be required to exert moderate physical effort, for example periods of crouching/bending to engage pupils in activities. There may be an occasional need to physically lift pupils for safety or care needs.
- The post holder will be expected to challenge behaviour of pupils.
- There may be a requirement to attend to a pupil with soiled clothing due to sickness or toileting problems.

Any other duties commensurate with the role of Level 1 Teacher Assistant that may be required from time to time. Level 1 Teaching Assistants are accountable to the Trust Board, Headteacher and Inclusion Manager for the standards achieved and the conduct, management and administration of the school, subject to any policies that the DfE and the Trust shall make. This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the postholder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the postholder's professional responsibilities and duties.

The Castleman Academy Trust reserves the right to deploy staff to support the needs of our pupils throughout any of our Trust schools, as and when required.



Person Specification Level 1 Teaching Assistant

Education/Qualifications	Desirable	Essential
5 GCSE's with a minimum Grade C or above in English and Mathematics or equivalent qualifications or relevant experience		X
Working towards NVQ Level 2 or equivalent	X	

Experience and Knowledge	Desirable	Essential
Experience of working with children	X	
Understanding of the school's Health and Safety Policy	X	
Understanding of basic first aid procedures and willingness to undertake first aid training	X	
Excellent knowledge of the five outcomes of Every Child Matters	X	
Understanding of Individual Learning Plans	X	
Knowledge of school's behaviour and management policy and procedures	X	
Knowledge of Child Safeguarding	X	

Skills	Desirable	Essential
Excellent verbal communication skills		X
Patience and commitment		X
Ability to remain calm and make decisions whilst under pressure		X
Good organisational and planning skills		X
Ability to work under own initiative		X
Ability to respond sensitively and flexibly to competing demands from pupils		X
Ability to handle confidential information with discretion		X
Ability to supervise and mentor others		X
Ability to cope with personal hygiene needs and respond sensitively to pupils' needs		X
Ability to support children with Special Educational Needs		X

Attitude/Motivation	Desirable	Essential
A commitment to developing children as independent learners		X
A commitment to developing yourself through continuing education and training		X
Enthusiasm		X
Empathy		X
Self-motivated		X
Team Player		X
Flexible and adaptable approach		X
Willingness to continue and maintain professional development		X

Safeguarding and Special Requirements	Desirable	Essential
The Castleman Academy Trust is committed to safeguarding and promoting the welfare of children and you people and requires all staff and volunteers to share and demonstrate this commitment.		X
The successful applicant will be required to meet all elements of Safer Recruitment and will be the subject of pre-employment checks including an Enhanced DBS Check, including Child Barring List, a medical question and satisfactory references.		X
It is a prerequisite that you familiarise yourself with the safeguarding policy and safer working practices policy and procedures of the school and follow them.		X
The Castleman Academy Trust expects all employees and volunteers to be committed to the Trust's Policies and ethos		X