Teaching Assistant (L2) (Casual) - JOB DESCRIPTION

Reporting To: SEND Manager **Payscale: TEAL Associate Staff Pay Scale, Point 5**

Job Purpose:

To actively support our core purpose, remembering that "We are here to make great schools and happier, stronger communities so that people have better lives."

To work under the direction of teaching/senior staff to undertake work/care/support programmes, to enable access to learning for pupils and to assist the teacher in the management of pupils and the classroom.

Key Responsibilities: Specific

- Under the direction of the class teacher, facilitate the participation and learning of pupils, helping to build confidence and self-esteem, so that all pupils, including those who present challenging behaviour, are enabled to reach their full potential alongside their peers.
- Ensure pupils' equal access to learning and development.
- Provide opportunities for pupils to demonstrate self-reliance and responsibility in order to encourage and promote independent learners.
- Develop an understanding of the specific needs of the pupils to be supported taking into account the type of support involved.
- Undertaking activities with either individuals or groups of pupils to ensure their safety and facilitate their physical, emotional and educational development, by for example;
    - clarifying and explaining instructions;
    - ensuring the pupil is able to use equipment and materials provided; Including, moving and handling to meet their individual needs.
    - assisting in identified areas, e.g. language, behaviour, reading, spelling, numeracy, handwriting/presentation, the use of ICT, social skills and EAL
    - helping pupils to concentrate on, and finish work set;
    - meeting the physical needs of pupils as required whilst encouraging independence;
    - liaising with the class teacher and SENCO about individual needs
    - developing appropriate resources to support the pupils
- Assisting teaching staff (and other professionals as appropriate) in the planning of support and behaviour programmes for individual and groups of pupils.
- In conjunction with the class teacher (and other professionals as appropriate) developing a system of recording progress, contributing to the review of individual pupil progress either verbally, in writing or through attendance at review meetings, as appropriate.
- Contribute to the assessment process with the teacher.
- Carry out administrative tasks associated with the above duties as directed by the class teacher, i.e. photocopying, writing short reports concerning individual pupils.
- Assist with the personal care and comfort of pupils as required in relation to welfare, health, hygiene, toileting, dressing, feeding and mobility.
- Support teaching staff in the development of home/school links.
- Assist in the smooth transition of pupils between educational phases.
- Assist with lunch and break time supervision of pupils on a rota basis.
- Assist with educational trips and visits.
- Attend staff meetings, school and trust training days, and courses as appropriate.
- Administer first aid (where trained)

Key Responsibilities: General

The post holder will be required to act on their own initiative or on the authority delegated from their line manager or a member of the School/TEAL SLT.

The post holder will be expected to work within TEAL and the schools' policies and procedures and uphold the organisation's values and vision.

The job description is not intended to be a complete list of duties and responsibilities but details the major requirements of the post. It may be amended at a future time, to take account of the developing needs of TEAL. The post holder will undertake any other duties appropriate to the remit.

TEAL is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment.

The Health and Safety at Work etc. Act, 1974 and other associated legislation places responsibility for Health and Safety on all employees, therefore it is expected that everyone takes reasonable care for their own health and safety and the health and safety of others.

The above duties may involve having access to information of a confidential nature, which may be covered by General Data Protection Regulations (GDPR) 2018, and by Part 1 of Schedule 12A to the Local Government Act, 1972. Confidentiality must always be maintained and employees must work with and process personal and sensitive information in accordance with Data Protection Act 2018 including the GDPR. Employees must protect the safety and security of information (e.g. using strong passwords, reporting breaches, and ensuring information is stored and disposed of securely.

The key competencies and behaviours commensurate with this post are identified overleaf.

Ethical Behaviours Charter

Competency	We do this by
Trust	• Being reliable, consistent, credible, honest, humble, courageous and kind. • Managing emotions and helping others to do the same. • Keeping promises and doing what we say we will • Having genuine compassion for others
Wisdom	• Developing knowledge and expertise, then sharing that knowledge • Learning from mistakes and failures and admitting when we are wrong • Seeing systems and processes as ways to fulfil our purpose, removing or changing them if they fail in that.
Kindness	• Being patient, respectful, generous and forgiving. • Acting with compassion and care, listening and seeing the person behind the role • Focusing on relational practice; building trust and rapport with others by empowering and elevating them.
Justice	• Doing what is right, rather than what is popular or easy • Ensuring we live our sense of purpose and values in the way we behave, make decisions and communicate. • Applying rules in a consistent, transparent and fair way, whilst allowing for discretion and common sense. • Valuing difference, building diverse teams and encouraging others to behave responsibly and with moral purpose.
Service	• Putting ourselves in the service of others. • Reducing stress and anxiety in the organisation by modelling calm and considerate behaviour • Behaving in a dutiful way, demonstrating humility and self-control. • Removing barriers to enable others to do their jobs well
Courage	• Holding ourselves to account when something goes wrong. • Remaining calm, optimistic and positive in the face of adversity and change. • Speaking honestly, openly and with empathy
Optimism	• Believing in our own ability, and the ability of others, to do what is right to change the world for the better. • Calling out negativity, cynicism and dishonesty. • Remaining positive and encouraging, helping others to overcome challenges and celebrating their success.
Vision	• Anticipating the future and embracing it. Thinking strategically, analysing and assessing information to deliver organisational growth. • Reading, researching, networking and sharing learning with others. • Believing in the potential of others; helping them be the best they can be.