**JOB DESCRIPTION**

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| **School** | Clenchwarton Primary School, part of West Norfolk Academies Trust |
| **Job Title** | Teaching Assistant and MSA (named child) |
| **Salary** | Scale C, Points 3–4 , £9.62 -£9.81/hour (£18,562 - £18,933/year FTE based on a 37 hour week - please note salary will be pro rata) |
| **Hours/weeks** | 30 hours and 25 minutes/weekTA - 25 hours and 25 minutes/week, 39 weeks/year (term time +1) MSA – 5 hours/week, 38 weeks/year (term time only) |
| **Responsible to** | The Executive Head TeacherMembers of the senior leadership team (SLT)Classroom TeacherThe governing body |
| **Working With** | The Executive HeadteacherMembers of the senior leadership team (SLT)PupilsClassroom Teacher |

If you are someone who believes that all pupils regardless of their personal circumstances can excel and you have the ability to set high expectations in order to motivate and inspire our young people, then this job is for you.

We are seeking to appoint a high quality and proactive pupil specific teaching assistant to join our dedicated and friendly team.

**Purpose of the Job**

Under the direction of teaching/senior staff, work with and provide intensive support for individuals or groups. To supervise physical and general care of pupils, including those with SEN. Support access to learning for pupils and provide support to the teacher in the management of pupils and the classroom.

**Organisational Relationships**

* Responsible to the Head Teacher but works to and with a teacher on a day-to-day basis.
* Liaise with teachers and other support staff and appreciate/support the role of other professionals. As directed, liaise with parents and volunteers.
* To be aware of the need for confidentiality and to maintain professional standards in this area.

**Responsibilities**

**Support for Pupils**

* 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.
* Supervise and support pupils ensuring their safety and access to learning.
* Establish good relationships with pupils, acting as a role model and being aware of and responding appropriately to individual needs, promote the inclusion and acceptance of all pupils and encourage pupils to interact with others and engage in activities led by the teacher.

**Support for the Teacher**

* Prepare classroom as directed for lessons and clear afterwards and assist with the display of pupils’ work.
* Be aware of pupil problems, progress and achievements, report to the teacher as agreed and undertake pupil record-keeping as requested.
* Support the teacher in managing pupil behaviour, reporting difficulties as appropriate.
* Provide clerical and administrative support by photocopying, typing, filing and collecting money.

**Support for the Curriculum**

* Support pupils to understand instructions and in undertaking literacy and numeracy tasks as directed by the teacher.
* Prepare and maintain equipment/resources as directed by the teacher and assist pupils in their use, including the use of basic ICT as directed.

**Support for the School**

* Be aware of, and comply with, policies and procedures relating to child protection, health and safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
* Be aware of, and support, difference and ensure all pupils have equal access to opportunities to learn and develop.
* Be aware of the need for confidentiality and to maintain professional standards in this area.
* Attend relevant meetings as required and participate in training and other learning activities and performance development as required.
* Assist with supervision of pupils out of lesson time, including before and after school. Accompany teaching staff and pupils in visits and out of school activities as required.
* Undertake other similar duties and activities that fall within the grade and scope of the post, as directed by the Headteacher.

**Fulfil wider professional responsibilities**

* Work collaboratively with others to develop effective professional relationships.
* Communicate effectively with parents/carers with regard to pupils’ achievements and well-being using school systems/processes as appropriate.
* Communicate and co-operate with relevant external bodies.
* Make a positive contribution to the wider life and ethos of the school.

**Other**

* To have professional regard for the ethos, policies and practices of the school and maintain high standards in your own attendance and punctuality.
* To have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

**Job context and flexibility**

The duties and responsibilities listed in this job description provide a summary of the main aspects of the role. This is not an exhaustive list and the post holder may be required to carry out other tasks, as deemed appropriate to the grade and nature of the post.

This job description is current at the date indicated below but, in consultation with the post holder, it may be changed by the Headteacher to reflect or anticipate changes in the post commensurate with the grade or job title.

Due to the routine of the school, the workload may not be evenly spread throughout the year. Flexibility of hours, and a flexible attitude and willingness to assist others in the team, when required is necessary.

The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder has an implicit duty to promote the welfare of all children and young people.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. All staff will be subject to an enhanced DBS (Disclosure and Barring Service) check.

**PERSON SPECIFICATION**

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| **Qualifications** | **Essential** | **Desirable** | **How assessed** |
| Level 2 English | **🗸** |  | Appl/Int |
| Level 2 Maths | **🗸** |  |
| Level 2 ICT |  | **🗸** |
| Additional qualifications relevant to the role i.e. childhood development, special education, health and social care, NVQs (Level 2 or above). |  | **🗸** |

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| **Experience** | **Essential** | **Desirable** | **How assessed** |
| Working with, or caring for, children of a similar age | **🗸** |  | Appl/Int |
| An understanding of how children learn and how they can be best supported. | **🗸** |  |
| Working closely with others as part of a team | **🗸** |  |
| Experience of managing behaviour effectively. |  | **🗸** |
| Knowledge of personal welfare and safeguarding of children. |  | **🗸** |

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| **Skills, Knowledge and Attributes** | **Essential** | **Desirable** | **How assessed** |
| Ability to work effectively under pressure | **🗸** |  | Appl/Int/Ref |
| Ability to use own initiative | **🗸** |  |
| Ability to work with teacher to plan lessons | **🗸** |  |
| Commitment to continued personal development | **🗸** |  |
| Ability to focus on standards and the belief that all students can succeed given the right opportunity and support | **🗸** |  |
| Demonstrate a commitment to equal opportunities | **🗸** |  |
| Effective communicator | **🗸** |  |
| Ability to adapt resources to meet individual student needs |  | **🗸** |

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| **Personal qualities** | **Essential** | **Desirable** | **How assessed** |
| Excellent interpersonal skills | **🗸** |  | Appl/Int/Ref |
| Positive attitude to work | **🗸** |  |
| Professional at all times | **🗸** |  |
| Passionate, caring and student-focused  | **🗸** |  |
| Decisive, determined and self-confident | **🗸** |  |
| Integrity, trustworthy, honest and open | **🗸** |  |
| Accessible and approachable | **🗸** |  |

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| Appl = Application form | Int = Interview | Ref = Reference |