

## School / Leeds City Council Job Description

**School**

Bramham and Shadwell Federation Primary School

**Post Title**

Teaching Assistant based at Shadwell Primary

**GRADE**

A1 point 2 (new pay scale from 1 April 2019)

**JE Ref****Post(s) to which directly responsible**

Immediate Line manager: Class teacher and Key Stage Leader

**Post(s) for which directly responsible**

None

**Purpose of job**

To work under the direct instruction of teaching/senior staff, usually in the classroom with the teacher, to support access to learning for pupils and provide general support to the teacher in the management of pupils and the classroom.

**Responsibilities**

- To attend to all pupils' academic and personal needs, and implement related personal programmes, including social, health, physical, hygiene, first aid and welfare matters.
- To supervise and support pupils ensuring their safety and access to learning.
- To establish good relationships with pupils, acting as a role model and being aware of and responding appropriately to individual needs.
- To participate in Performance Management and through this, be accountable for specific expectations, in particular, planning and teaching group intervention to maximise children's progress.
- To promote the inclusion and acceptance of all pupils.
- To encourage pupils to interact with others and engage in activities led by the teacher.
- To encourage pupils to act independently as appropriate.
- To actively engage in programmes for children's personal development (including EHCp & IEPs/IBPs).
- To participate in training and other learning activities and performance development as required.
- To ensure promotion and support of Equal Opportunities and Health & Safety

- To prepare classroom as directed for lessons and clear afterwards and assist with the display of pupil's work.
- To be aware of pupil problems/progress/achievements and report to the teacher as agreed.
- To support the teacher in managing pupil behaviour, reporting difficulties as appropriate.
- To gather/report information from/to parents/carers as directed.
- To provide clerical/admin support – photocopying, typing, filing collecting money etc.
- To support pupils to understand instructions.
- To undertake pupil record keeping as requested.
- To support pupils in respect of local and national learning strategies, as directed by the teacher.
- To support pupils in using basic ICT as directed.
- To prepare and maintain equipment/resources as directed by the teacher and assist pupils in their use, including taking responsibility with other colleagues, for the orderly organisation of specific areas.
- To 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.
- To be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop.
- To contribute to the overall ethos/work/aims of the school.
- To appreciate and support the role of other professionals.
- To attend relevant meetings as required.
- To assist with the supervision of pupils out of lesson times, including before and after school and at lunchtimes (as agreed).
- To accompany teaching staff and pupils on visits, trips and out of school activities as required.
- To undertake any other duties that are commensurate with the post.
- To support SEND pupils through liaison with SENDco and interaction with teacher planning for intervention.

**Relationships**

The postholder will be required to work flexibly to deliver an efficient Service.

There will be regular contact with pupils, colleagues, other members of staff, line managers and internal and external customers

**Physical Conditions**

The post is currently based at Shadwell Primary School.

This post is subject to an enhanced Disclose and Barring Service check.

The School operates a non-smoking policy.

**Economic conditions**

Grade: A1 point 2 (new pay scale from 1 April 2019)  
Annual Leave: Term time only working  
Hours: Hours 8:45am - 3:30 Monday to Friday, with one afternoon finishing at 1:30pm (to be negotiated)  
Conditions of Service: NJC Conditions apply

**Prospects****Promotion**

Whilst there is no automatic progression to any more senior posts, opportunities do exist for advancement and promotion, dependent upon normal staff movements and on the capabilities of the individual post holder.

**Training**

The School encourages training both "in-house" and external to meet the needs of the individual and of the Service.

**QUALIFICATIONS**

GCSE or equivalent, Maths and English grade A-C minimum  
A Levels and/or a degree are desirable

<b>Job Description Prepared / Reviewed by:</b>	H. Hilton / S. Richards	<b>Date:</b> 19/3/19
<b>Job Description Approved by:</b>	S Richards	<b>Date:</b> 19/3/19

**EMPLOYEE SPECIFICATION:**

Detailed below are the types of skills, experience and knowledge that are required of applicants applying for the post. The 'Essential Requirements' indicate the minimum requirements, and applicants lacking these attributes will not be considered for the post. The points detailed under 'Desirable Requirements' are additional attributes to enable the applicant to perform the position more effectively or with little or no training. They are not essential, but may be used to distinguish between acceptable candidates.

SKILLS	Ess	Des	MOA
Good numeracy/literacy skills	*		A&I
Able to use a range of office equipment (e.g. Printers and photocopiers), and have competent computer skills	*		A&I
Able to relate well to children and adults	*		A&I

KNOWLEDGE/QUALIFICATIONS	Ess	Des	MOA
Working and Caring for caring for children of relevant age	*		A&I
Appropriate knowledge of first aid		*	A
Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these.	*		A&I
Participate in development and training opportunities		*	
Completion of DfES Teacher Assistant Induction Programme A Levels and/or degree		*	A&C
GCSE or equivalent, Maths and English grade A-C minimum	*		C

EXPERIENCE	Ess	Des	MOA
Experience of dealing with queries from a wide range of people	*		I
Experience in the use of the Microsoft package	*		I

BEHAVIOURAL AND OTHER RELATED CHARACTERISTICS	Ess	Des	MOA
Passion for working with children and in supporting their development	*		A&I
Willing to abide by the Council's Equal Opportunities Policy in the duties of the post, and as an employee of the Council	*		I
Willing to carry out all duties having regard to an employee's responsibility under the Council's Health and Safety Policies	*		I

To display a responsible and co-operative attitude to working towards the achievement of the service area aims and objectives	*		I
An ability to respect sensitive and confidential work.	*		I
Can use own initiative	*		A&I
Commitment to own personal development and learning.	*		I

METHOD OF ASSESSMENT(MOA)	A Form	=	Application
	T	=	Test
	I	=	Interview
	C	=	Certificate