St Mary’s Catholic Primary School

**Job description: Teaching assistant**

St Mary’s Catholic Primary School is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

**Job details**

**Salary:** NJC Scale D2 4-11 £23,114 -£25,979

**Hours:** 32.5

**Contract type:** full-time/permanent

**Reporting to:** Senco

**Main purpose**

To provide learning and care support for groups of pupils or an individual pupil with special educational needs (SEN) to help work towards the outcomes on their education and health care plan (EHCP). This will involve working with the teacher to plan and deliver activities and supporting the pupil with routines, transitions and behaviour management.

**Duties and responsibilities**

**Supporting the pupil**

Build a positive relationship with the pupisl, promoting high self-esteem, independence and social inclusion

Promote high standards of behaviour, responding to incidents in line with the school’s behaviour policy and guidelines on physical intervention

Assist with the development and delivery of individual education, support and care plans

Support the pupisl with their social, emotional and mental health needs, escalating concerns where appropriate

Supervise the children during lunch times

**Teaching and learning**

Demonstrate an informed and efficient approach to teaching and learning by adopting relevant strategies to support the work of the teacher and increase the pupil’s achievement

Contribute to the planning of differentiated learning activities for the individual, delivering activities inside or outside the classroom

Support the teaching of a broad and balanced curriculum aimed at helping the pupil achieve their full potential in all areas of learning

Promote, support and facilitate inclusion by encouraging participation of the pupil/s in learning and extracurricular activities

Use effective behaviour management strategies consistently in line with the school’s policy and procedures

Organise and manage teaching space and resources to help maintain a stimulating and safe learning environment

Use ICT skills to advance the pupil’s learning

Through observations, provide regular feedback to teachers on the pupils progress, attainment and barriers to learning

Monitor, record and report on progress and attainment

Read and understand lesson plans shared prior to lessons, if available

**Working with staff, parents/carers and relevant professionals**

Share knowledge and understanding of the pupil/s with other school staff and education, health and social care professionals, so that informed decision making can take place on intervention and provision

Communicate effectively with other staff members, pupils, and parents and carers

Keep other professionals accurately informed about performance, progress and any areas of concern

Understand their role in order to be able to work collaboratively with classroom teachers and other colleagues, including specialist advisory teachers

Collaborate and work with colleagues and other relevant professionals within and beyond the school

Develop effective professional relationships with colleagues

**Professional development**

* Help keep their own knowledge and understanding relevant and up to date by reflecting on their own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness
* Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school
* Take part in the school’s appraisal procedures

**Other areas of responsibility**

**Safeguarding**

Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies

Promote the safeguarding of all pupils in the school

Please note: this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the postholder will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

**Person specification**

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| criteria | qualities |
| **Qualifications and training** | GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and maths  |
| **Experience= preferred but not essential** | * Experience working in a school environment or other educational setting
* Experience working with children / young people with special educational needs (SEN)
* Experience planning and delivering learning activities
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| **Skills and knowledge** | * Good literacy and numeracy skills
* Good organisational skills
* Ability to build effective working relationships with pupils and adults
* Skills and expertise in understanding the needs of all pupils
* Knowledge of how to help adapt and deliver support to meet individual needs
* Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils
* Excellent verbal communication skills
* Ability to work as part of a team and to be flexible in their approach to daily routines
* Active listening skills
* The ability to remain calm in stressful situations
* Knowledge of guidance and requirements around safeguarding children
* Good ICT skills, particularly in using ICT to support learning
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| **Personal qualities** | * Enjoyment of working with children
* Sensitivity and understanding, to help build good relationships with pupils
* A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
* Commitment to maintaining confidentiality at all times
* Commitment to safeguarding pupil wellbeing and equality
* Resilient, positive, forward looking and enthusiastic about making a difference
* Capacity to inspire, motivate and challenge children and young people
* A willingness to support the Christian ethos of the school
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**Notes:**

This job description may be amended at any time in consultation with the postholder.