

Job description: Teaching Assistant (TA)

Hadlow Primary School- in line with KCC



Hadlow 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

Job Title: Teaching Assistant (TA)

KCC Band: Level 1

Salary: Kent Range 3

Hours: 30 hours per week

Contract type: Part time, Permanent

Reporting to: Line Manager/ Deputy Headteacher

Main purpose

To work with teachers to support teaching and learning, providing general and specific assistance to pupils and staff under the direction, guidance and direct supervision of the classroom teacher.

The TA will:

- Work with class teachers to raise the learning and attainment of pupils
- Promote pupils' independence, self-esteem and social inclusion
- Give support to pupils, individually or in groups, so they can access the curriculum, take part in learning, and experience a sense of success

This JD will also be used for Teaching Assistants providing 1:1 support to a designated pupil.

Roles at this level do not deliver "specified work" as defined in the guidance to Section 133 of the Education Act 2002.

Duties and responsibilities

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 achievement of all pupils including, where appropriate, those with special educational needs and disabilities (SEND)
- Promote, support and facilitate inclusion by encouraging participation of all pupils in learning and extracurricular activities
- Support the teaching of a broad and balanced curriculum aimed at pupils achieving their full potential in all areas of learning
- Use effective behaviour management strategies consistently in line with the school's policy and procedures
- Support class teachers with maintaining good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment
- Organise and manage teaching environments and resources to help maintain a stimulating and safe learning environment
- Observe pupil performance and pass observations and assessments on to the class teacher
- Use ICT skills to advance pupils' learning
- Invigilate exams and tests
- Supervise individuals and groups of pupils throughout the day, including supervision in the classroom, playground and dining areas
- Escort and supervise pupils on educational and out of school activities
- Work with pupils not working to the normal timetable.
- Undertake any other relevant duties given by the class teacher

Planning

- Contribute to effective assessment and planning by supporting the monitoring, recording and reporting of pupil performance and progress as appropriate to the level of the role
- Read and understand lesson plans shared prior to lessons, if available
- Prepare the classroom for lessons
- Prepare adaptations for pupils as directed by the teacher

Working with staff, parents/carers and relevant professionals

- Communicate effectively with other staff members and pupils, and with parents and carers under the direction of the class teacher
- Communicate their knowledge and understanding of pupils to other school staff and education, health and social care professionals, so that informed decision making can take place on intervention and provision
- Contribute to meetings with parents and carers by providing feedback on pupil progress, attainment and barriers to learning, as directed by teachers
- With the class teacher, keep other professionals accurately informed of performance and progress, or concerns they may have about the pupils they work with
- 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
- Attend learning team meetings to show investment of the whole school priorities

Health and Safety

- Promote the safety and wellbeing of pupils, and help to safeguard pupils' wellbeing by following the requirements of Keeping Children Safe in Education (KCSIE) and our school's child protection policy
- Look after children who are upset or have had accidents
- Follow all policies, procedures and systems that the school has adopted to keep children safe and well

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, with proactive self-reflection and evidence gathering
- Contribute effectively to TA coaching sessions and other planned training opportunities

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
- Follow whistleblowing procedures to keep all staff and children safe from harm

The TA will be required to follow school policies and the staff code of conduct.

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 TA will carry out. The post holder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

Footnote:

TAs that cover classes on an ad-hoc basis for part of the day (e.g. Teacher sent home unwell, in school meetings etc.) will be able to claim at the KR5 cover supervisor rate.

TAs that cover classes on a pre-arranged and/or regular basis (e.g. PPA, leadership day) will be able to claim at the KR6 HLTA rate.

Person specification

CRITERIA	QUALITIES
Qualifications and training	<ul style="list-style-type: none"> ➤ GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and Maths ➤ First-aid training, or willingness to complete it ➤ Positive handling training, or willingness to complete it
Experience	<ul style="list-style-type: none"> ➤ Experience working in a school environment or other educational setting ➤ Experience working with children / young people ➤ Experience planning and delivering learning activities ➤ Experience working with pupils with SEND
Skills and knowledge	<ul style="list-style-type: none"> ➤ 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 ➤ Active listening skills ➤ The ability to remain calm and regulated in stressful situations ➤ Knowledge of guidance and requirements around safeguarding children ➤ Good ICT skills, particularly using ICT to support learning ➤ Understanding of roles and responsibilities within the classroom and whole school context
Personal qualities	<ul style="list-style-type: none"> ➤ 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's wellbeing and equality ➤ Resilient, positive, forward looking and enthusiastic about making a difference ➤ Capacity to inspire, motivate and challenge children and young people ➤ Consistent, professional boundaries with pupils and families

Notes:

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

Last review date: 03.12.24

Next review date: September 2026

Headteacher/line manager's signature:

Date:

Postholder's signature:

Date:
