

ELMS SCHOOL

JOB PROFILE



Name:		Date:	
Job Title: Higher Level Teaching Assistant: Thrive Practitioner			
SALARY INFORMATION:			
Hours: 33	Weeks: 39	KS: D	Allowances: SEN
Hours of Work:	8.20 – 4.00 Mon-Thurs 8.20 – 2.15 Fridays	35 minute break	

Employment

The post holder is expected to work within the rules and regulations laid down in the current "Kent Scheme" manual. The Head Teacher will take notice of advice given by professional associations.

The post holder will demonstrate a commitment to the aims, vision, development plan and policies of the school. In return the management are committed to support in the training and development of all members of staff. We aim to provide staff with the skills they need to fulfil their duties so that we achieve the highest standards in all we do.

The post holder will share responsibility for identifying their own individual training needs and will demonstrate a commitment to work collaboratively and co-operatively to fulfil these.

Line Manager: Assistant Headteacher Inclusion

Purpose of Job

- To deliver focused interventions using the Thrive Approach to identified pupils across the school
- To ensure that appropriate planning is in place in P1 – Y8 classes for class plans and Right Time Thrive
- To collate data for progress against Thrive profile and communicate this to key staff, including the Assistant Headteacher for Inclusion
- Be flexibly deployed according to the changing needs of the school, including cover lessons if needed

Key Responsibilities

- To deliver Thrive based sessions to students identified for individual support
- To make a practical contribution to the implementation of students Provision Plans and individual learning needs
- To be accountable for the progress of individual pupils, measured against the Thrive programme attainment standards, including making regular records of students key progress
- To benchmark all students in P1-Yr8 three times a year to identify class plans in liaison with class teachers
- Communication with all stake holders including parents, pupils, staff and external agencies
- Maintain pupil Thrive profiles to show progress
- To ensure class teachers are aware of the class plans ad Right Time Thrive plans
- Providing progress dad for all pupils receiving Thrive Intervention to the Assistant Headteacher for Inclusion
- Providing written reports and evidence for liaison with outside agencies and organisations as requested.

General

These duties may be varied to meet the changing needs of the school and at the reasonable direction of the Senior Leadership team. This job description does not form part of the contract of employment. It describes the way the post holder is expected to perform and complete the particular duties as set out.

Agreed By
Job Holder

Person Specification: HLTA Thrive Practitioner

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
1. SKILLS, KNOWLEDGE & APTITUDES	<ul style="list-style-type: none"> • An outstanding practitioner • A thorough understanding of various behaviour management techniques • Good communication skills • An ability to relate well to children, staff, parents and others • A sound knowledge of assessment, recording and reporting procedures • Thorough knowledge of the difficulties faced by pupils with SEMH • Knowledge and understanding of how children learn.
2. QUALIFICATIONS & TRAINING	<ul style="list-style-type: none"> • Thrive Practitioner • Evidence of on-going professional development • Good ICT skills
3. EXPERIENCE	<ul style="list-style-type: none"> • Experience in working with pupils with SEMH difficulties • Proven track record of an ability to engage with and motivate challenging pupils.
4. PROFESSIONAL CONDUCT	<ul style="list-style-type: none"> • A flexibility of approach to a variety of issues • Willingness and ability to listen and inspire confidence in colleagues • Ability to motivate and support colleagues • Professional integrity • A passion for making a difference to children and willingness to go the extra mile • Emotional resilience and a good sense of humour.
5. VALUES & ETHOS	<ul style="list-style-type: none"> • A desire to promote the Fundamental British Values and the SMSC agenda • A belief that every child has potential and promise to succeed and progress