



The Flourish Federation

Teaching Assistant Post

Job Description

Job Description: Teaching Assistant (SEND focused)

Reports to: Headteacher, Class Teacher, HLTA
The post holder will be expected to liaise with staff across the organisation to ensure a consistency of approach regarding standards, support, transition and quality of provision.

Review and Amendment: This job description will be reviewed annually and may be subject to modification and amendment following consultation between the Headteacher and the post holder.

Purpose of the Job

To work under the direct instruction of an assigned teacher or HLTA, to support access to learning for students and provide general support to the teacher/ HLTA in the management of pupils and the classroom. When working in the SEND classroom, to support pupils in a kind, caring way, helping them develop against their targets, and have their needs met. When supporting in a classroom, work may sometimes be undertaken outside the main teaching area in intervention spaces and you may lead small parts of lessons with a small number of students. To share the school's responsibility to support and promote the learning, personal development, well-being and the safeguarding of all students.

Key Result Areas

To work under direct supervision/instruction to support access to learning by:

- Attending to the welfare and learning needs of students
- Working with and leading small groups or one to one
- Undertaking general clerical/organisational support for the teacher/ HLTA

General Responsibilities

The post holder will:

- Safeguard and promote the welfare of children and young people
- Work in accordance with professional practice, statutory and legal requirements and the policies of the school
- Take on specific tasks related to the day to day administration and organisation of the school (i.e. home reading records)
- Take on any additional responsibilities which might from time to time be determined

Duties and Accountabilities

The post holder will support the teacher by:

- Preparing the classroom and other learning areas as directed for sessions
- and clearing afterwards
- Assisting with the display of pupil's work
- Being aware of individual pupil problems/progress/achievements and reporting any concerns to the teacher as agreed
- Undertaking pupil record keeping as requested
- Feedback to the class teacher/ HLTA on any group/1:1 learning which you have led
- Contribution to planning via lesson feedback e.g. for individual pupils, general literacy/numeracy
- Working with the team in managing pupil behaviour and reporting as appropriate



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- Gathering/reporting information from/to parents/carers as directed
- Providing clerical/administrative support e.g. photocopying, typing, filing, etc.

The post holder will support students by:

- Supervising and providing support for pupils, ensuring their safety and access to learning
- Assisting with the implementation of Personalised Plans, Provision Maps and EHCPs
- Establishing good relationships with pupils, acting as a role model and being aware of and responding appropriately to individual needs
- Promoting the inclusion and acceptance of all pupils
- Encouraging pupils to interact with others and to engage in activities led by the teacher
- Encouraging pupils to act independently as appropriate
- Supporting pupils with their personal care needed

The post holder will support the curriculum by:

- Supporting pupils to understand instructions and tasks
- Supporting pupils in respect of local and national learning strategies e.g. Phonic Programmes, Literacy, Numeracy, as directed by the teacher/ HLTA appropriate to pupils' individual learning plans
- Supporting pupils using ICT as directed
- Preparing and maintaining equipment/resources as directed by the teacher and assisting pupils in their use
- Leading planned activities and tasks according to whole school need

The post holder will support the school by:

- Being aware of and complying with policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality and data protection, and reporting all concerns to an appropriate designated person
- Being aware of and supporting difference and ensuring all pupils have equal access to opportunities to learn and develop
- Contributing to the overall ethos/work/aims of the school
- Appreciating and supporting the role of other professionals
- Attending relevant meetings as required
- Participating in training and other learning activities and performance management as required
- Assisting with the supervision of pupils out of lesson times, during morning play
- Accompanying teaching staff and pupils on visits, trips and out of school activities as required

Health and Well-Being

The post holder will:

- Be aware of the current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of children and young people.
- Know how to identify potential child abuse or neglect and follow safeguarding procedures.
- Know how to identify and support children and young people whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for specialist support.

Team Working and Collaboration

The post holder will:

- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.



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Other Duties and Responsibilities

A job description can never be fully descriptive and exhaustive of unforeseen changes or circumstances. It is expected that staff will, within reason, respond to unforeseen circumstances and emergencies as they arise, commensurate with their qualifications, experience and the situation.