


Job Description			 <p>Valuing individuals, aspiring and achieving together in faith</p>
Title TEACHING ASSISTANT - PRIMARY (Previously grade 1 unqualified)	School: St Swithun's C of E Primary Academy	Post Ref Add Ref Profile Learning Support 2a PRI	
Grade 2 scp 2-4			
Job Purpose To work under the direct instruction of teaching/senior staff, to support access to learning for pupils and provide general support to the teacher in the management of pupils and the classroom. Work may be carried out in the classroom or outside the main teaching area, alongside a teacher/senior member of staff.			
Key Responsibilities <ol style="list-style-type: none"> 1. Attending to the pupils' personal needs and implement related personal programmes, including social, health, physical, hygiene, first aid and welfare matters, including the use of specialist equipment where necessary. 2. Providing support for students with emotional, social and behavioural problems. 3. Providing practical assistance in relation to other identified physical needs. 4. Supervising and supporting pupils ensuring their safety and access to learning and play. 5. Working to establish a supportive relationship with the children and parents/carers and families concerned. 6. Promoting the inclusion and acceptance of all pupils. 7. Encouraging pupils to interact with others and engage in activities led by the teacher. 8. Encouraging pupils to act independently as appropriate. 9. Preparing classroom as directed for lessons and clear afterwards and assist with the display of pupils' work. 10. Being aware of pupil barriers to learning/progress/achievements and report to the teacher as agreed. 11. Supporting the teacher in managing pupil behaviour, reporting difficulties as appropriate. 12. Gathering/reporting information from/to parents/carers as directed. 13. Working with and acting upon guidance provided by teachers and other professionals/outside agencies. 14. Providing support for such tasks as clerical, administrative, photocopying, display, collection and recording of money. 15. Supporting pupils in their learning in all areas of the curriculum. 16. Supporting pupils in respect of local and national learning strategies e.g. literacy, numeracy, as directed by the teacher. 17. Supporting pupils and teacher during PE and other practical activities. 18. Preparing and maintaining equipment/resources as directed by the teacher and assist pupils in their use. 19. Assisting with the supervision of pupils at break times. 			

20. Accompanying teaching staff and pupils on visits, trips and out of school activities as required.

General Responsibilities

21. Be aware of and comply with school policy and procedures particularly in respect of Child Protection and Health and Safety.

22. Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop.

23. Contribute to the overall ethos/work/aims of the school.

24. Ensure the safe organisation of learning activities and the physical teaching space and resources for which they have responsibility.

25. Appreciate and support the role of other professionals.

26. Attend relevant meetings as required.

27. Participate in training and other learning activities and performance development as required.

28. Be aware of confidential issues linked to home/pupil/teacher/school work and to keep confidences as appropriate.

29. Any other curriculum duties which may reasonably be regarded as within the nature of the duties and responsibilities/grade of the post as defined, subject to the proviso that normally any changes of a permanent nature shall be incorporated into the job description in specific terms, following consultation with the Recognised Trade Unions

Note: It is expected that duties will be undertaken within contracted hours unless by agreement

Person Specification

Education and Knowledge

Good literacy and numeracy skills gained from general education to GCSE 'O' level/NVQ level 2 standard or equivalent or prior relevant experience or skills.

Experience

Personal skills and general competencies

To be completed only if any
amendments are made to the
standard Job Description

Please refer to the guidelines

Additional Responsibilities to be included in the Job Description

This section is a description of the main responsibilities that are to be added to the Job Description, it is not a task list – the % time spent does not have to be exact - it is to help the analyst understand how much time is spent on specific tasks for example the amount of time spent on typing/ inputting data may affect the Physical Demands factor.

Additional Responsibilities	% Time spent

Factor Information

The factor definitions are outlined below and are specific for the job description and reflect the appropriate level from the NJE scheme that are commensurate with the level of responsibility and competences required for the role as described in the Job Description. If you have amended the standard information you should insert any additional information that you believe would impact on a factor.

Some factors have options (a) or (b) you should indicate which option best describes the job by placing a tick in the relevant box.

Factor		Factor Definition and Relevant Job Information
1	Knowledge	Good literacy and numeracy skills gained from general education to GCSE 'O' level/NVQ level 2 standard or equivalent or prior relevant experience or skills.
2	Mental Skills	Some basic assessment of the causes or issues involved may be necessary before deciding on how to proceed e.g. responds to pupils' requirements – monitoring and supporting learning; resolving pupil confrontation situations, involving more senior staff as appropriate; contributing to the development and interpretation of individual personal care programmes.
3	Interpersonal/ Communication Skills	Skills required to support and assist pupils in their learning e.g. motivating pupils in a learning situation, negotiating/persuading pupils in behavioural situations; simple exchanges with parents/carers and other agencies

4	Physical Skills	Use of computer keyboard to input basic alpha/numeric information as part of basic record keeping, also in learning situations with pupils; use of specialist equipment e.g. hoist to move a pupil as required.
5	Initiative & Independence	Works under direction/instruction of teaching/senior support staff, with supervisory support available when areas of difficulty are faced e.g. pupil behaviour issues (direct support is available); health and safety issues.
6	Physical Demands	Long periods of standing, also sitting down, often on small chairs, kneeling and bending with pupils; setting out classrooms and learning environments; moving and handling using special equipment e.g. pushing a wheelchair containing a pupil; carrying resources e.g. rolls of paper, play equipment; bending stretching and use of step ladder for display work.
7	Mental Demands	Applying sensory concentration, working closely for periods, including observing reactions and behaviour, with individual and groups of pupils.
8	Emotional Demands	A) Working on an ongoing basis with children, some of whom have short or longer term emotional, additional or special needs.
		B) Working on an ongoing basis with children, many of whom have special needs and exhibit challenging behaviour, including Autism, Dyslexia, Dyspraxia, Visual Difficulties, Hearing Difficulties and Physical Difficulties; also terminally ill children and those who suffer from seizures or epilepsy.
9	Responsibility for People	Contributing to the education and development of children; being aware of and responding to the basic and welfare needs of pupils.
10	Responsibility for Supervision	Job holder has no direct responsibility for the supervision of other employees.
11	Responsibility for Financial Resources	Job holder has limited direct responsibility for financial resources. The handling and recording of small amounts of cash/cheques or equivalent may be necessary periodically.
12	Responsibility for Physical Resources	Regular handling, processing and recording of computer and manual information in accordance with data protection principles including routine document preparation, storage, retrieval or amendment; responsible for the careful use of special equipment and for reporting any problems with this equipment.
13	Working Conditions	Duties involve regular contact with children; there is also some exposure to abuse and/or aggression from pupils and/or adults; assisting pupils with toileting and dealing with bodily fluids.

Factor		Additional Information
1	Knowledge	
2	Mental Skills	
3	Interpersonal/ Communication Skills	
4	Physical Skills	
5	Initiative & Independence	
6	Physical Demands	
7	Mental Demands	
8	Emotional Demands	
9	Responsibility for People	

10	Responsibility for Supervision	
11	Responsibility for Financial Resources	
12	Responsibility for Physical Resources	
13	Working Conditions	

Date