



Inclusion Teaching Assistant Job Description

Post Holder:		
<p><i>The description of the duties, responsibilities and accountabilities for the post of Inclusion Teaching Assistant (KR4) at Holy Trinity & St John's CEP School have been set out in this job description.</i></p>		
Responsibility Areas	Inclusion Teaching Assistant (KR4)	
Accountabilities	A	Generic duties relevant to all members of staff
	B	Undertaking responsibilities as a Special Resource Provision teaching assistant
	C	Social, emotional and behavioural needs support – whole school
Accountable to	Class teacher SRP Lead teacher SENDCO Inclusion Leader Headteacher	
Main Duties	See attached information for detailed duties and responsibilities	
Signed		Date:
Signed		<i>Headteacher</i>

A - General duties relevant to all members of staff

To promote the mission, vision and aims of Holy Trinity & St John's CEP School to ensure that each child achieves their full potential

It is expected that all staff work collaboratively to share good practice, resources and ideas and realise the school vision and aims. All staff should act with professional integrity at all times, following the school 'Code of Conduct for Staff' and contribute positively to your own appraisal, and line management. Undertake specific tasks reasonably delegated by the Headteacher.

Use of ICT

ICT must be used creatively to inspire and motivate pupils where it is relevant to do so. All staff will be expected to utilise ICT and to improve communication and reduce paper use. Security procedures must be followed when using ICT systems. All staff are expected to follow (and ensure pupils follow) the procedures as laid out in the schools ICT and safety policy.

Data Protection

It is essential when working with computerised systems that you are completely aware of your responsibilities at all times under the Data protection Act 1984 (as amended) for the security, accuracy, and significance of personal data held on such systems.

Health and Safety

Employees are required to work in compliance with the schools' Health and Safety policies and under the Health and Safety at Work Act 1974 (as amended), ensuring the safety of all parties they come into contact with, such as members of the public, in premises or sites controlled by the school.



Inclusion Teaching Assistant Job Description

In order to ensure compliance, procedures should be observed at all times under the provision of safe systems of work through safe and healthy environments, including information, training and supervision necessary to accomplish those goals.

Safeguarding

Holy Trinity & St John's CEP School is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people.

All staff are to have due regard for safeguarding and promoting the welfare of children, young people and adults and are to follow the safeguarding procedures adopted by Holy Trinity & St John's CEP School. Any safeguarding issues must be acted upon immediately by informing a Designated Safeguarding Lead (DSL).

B: Undertaking responsibilities as a teaching assistant

To work under the direction and guidance of the Headteacher, Inclusion Leader, SRP Lead Teacher, SENCO and Class Teacher to assist in the educational and social development of individual pupils ensuring pupil welfare and progression. To work within the general aims of the school and to contribute towards the overall Christian ethos of the school, paying due attention and regard to the policies. Support the SRP and class teacher in the teaching and welfare of the named pupils to ensure they attain the targets set under the provision map/annual review and when appropriate to work with the pupils within a group. Dealing with the pupil's therapeutic, learning, language, behavioural and/or emotional needs. To make full use of Appraisal and continued professional development (CPD) opportunities.

Duties and Responsibilities:

Support for record keeping and resources:

Participate in the implementation of EHCP Provision Maps (and where applicable Pastoral Support Plans) for the pupils as designed by the SRP Lead teacher, class teacher and Inclusion staff. Duties will include monitoring the progress of pupils both educationally and socially.

Undertake accurate recording keeping in respect of the pupil's learning, behaviour management, safeguarding etc. (including liaising with therapists) as directed in order to support the teacher deliver the specific learning programmes set for each child. Complete necessary assessments and give required reports for outside agencies and for annual reviews.

Make resources/gather materials for teachers' or pupils' use as directed by the SRP and class teacher/outside agencies and assist, where necessary, with the preparation and clearing away of the resources to ensure effective and efficient teaching.

Make sure that equipment/resources/materials are set out on time and as per instructions received and used safely to enable the pupil meet their learning targets.

Be aware of and comply with policies and procedures relation to safeguarding, health, safety, security and confidentiality reporting all concerns to an appropriate person to ensure pupils' wellbeing.

Support during learning activities:



Inclusion Teaching Assistant Job Description

Support to be given following the direction of the SRP Lead teacher. To deliver the content of the lessons planned for small groups or the individual.

Assist SRP and class teacher with learning activities, liaising with the teacher thus ensuring that you understand the objectives of the session.

Understand the assessment and success criteria to be used for each session and the feedback required by the class teacher.

Assist in the national and school based assessments and their arrangements/special allowances for SEN pupil e.g. SATs, reading and maths tests, Boxall, Thrive, SDQs and end of term assessments

Support the pupils in accessing learning activities, as directed by the SRP and class teacher, to enable pupil's progress towards their targets. Be aware of and support differences to ensure pupil has equal access to opportunities to learn and develop. Demonstrate curriculum and subject knowledge.

Provide support for the individual within a group or class situation to enable them to participate fully in SRP and class activities; to be prepared to work with small groups of children both in and out of the class.

Working effectively and collaboratively with teachers, support staff and external support as required to ensure effective support provision for identified pupils.

Implement Individual Wellbeing Support Plans to measure and ensure pupil's wellbeing, health, safety and learning needs are met.

Promote positive behaviour patterns, raise self-esteem and improve independent working in pupils to assist their education and growth.

Working with individuals and groups both within and outside the class room setting.

Helping pupils to manage and resolve conflict by using and teaching them a variety of strategies.

Building and maintaining positive and professional relationships with pupils treating all children consistently, with respect and consideration.

Working with children whose behaviour and disaffection has significant impact upon their attainment.

Care and support of the pupils:

To assist in the support and inclusion of pupils.

Support pupils with emotional and/or behaviour problems and assist with the development of social skills to promote positive behaviour patterns, raise self-esteem and improve independent working.

To be aware of and observe Health and Safety practices and policies at all times.



Inclusion Teaching Assistant Job Description

To assist in the hygiene, medical and the physical need of pupils, and where necessary assist the early years pupils to dress/undress for PE.

Ensure health and safety and good behaviour of pupils (including off-site activities such as trips, swimming and walks.).

Supervise pupils in PE sessions (assisting with dressing and undressing if necessary) and at playtimes and lunchtimes as directed to ensure the safety of pupils.

To be aware of and observe Health and Safety practices and policies at all times.

Supporting the physical and emotional well-being of pupils

Support for colleagues:

Assist the SRP and class teacher with observations and monitoring of the progress of pupils.

Participate and supervise pupils in off-site activities as directed by the Headteacher, Inclusion Leader, SRP or Class Teacher e.g. educational trips, walks, swimming.

Contribute to the overall work/aims of the school and appreciate and support the role of colleagues and other professionals to enable the school to fulfil its development plans.

Liaise with the parents and other agencies involved in the case of specific pupils. With early years/KS1 hand over from and to the parents (as necessary).

To observe strict confidentiality on all matters concerning pupils and school matters.

Liaise with parents, receiving and handing over to ensure consistency of care and to pass on necessary messages. Keep lines of communication open via conversation or home/school contact book.

To keep up communication systems by checking staffroom noticeboard and messages.

Supporting your own Professional Development:

Undertake training and other learning activities and attend relevant meetings, as required to ensure own continuing professional development, including appraisal with line manager.

To review and reflect on your own progress and development.

To be an active participator in the appraisal process

This job description describes in general terms the normal duties which the post holder will be expected to undertake. However, the job description or the duties contained therein may vary or be amended from time to time without changing the level of responsibility associated with this post.