



## **Job Description**

<b>Role</b>	Specialist Teaching Assistant
<b>Department</b>	R.E.A.L. Education Ltd
<b>Location</b>	Various R.E.A.L. sites
<b>Accountable to</b>	Learning Managers

## **Function of role**

To support and maintain a high level of learner engagement through collaborative preparation and delivery of an innovative, creative and flexible curriculum. To teach 1:1 and small group sessions as required. To use a collaborative and multi-agency holistic approach to delivering an education provision which includes attention to health and safety awareness, risk management and the safeguarding of young people.

## **Accountabilities**

1. To plan, prepare and deliver innovative sessions that are engaging and appropriate for each Learner, working closely with Curriculum Leads and Site Lead Teachers.
2. To be responsible for accurately recording any incidents pertaining to the Learner on CPOMs, ensuring that the record is logged on the same day as the incident and relevant people are notified i.e. Learner's Learning Manager and Head of Safeguarding & Standards where the incident is deemed high risk.
3. Monitoring and accurately recording Learner's behaviour and progress, liaising with the Learning Manager and Site Lead Teachers.
4. Transportation of Learners from their home to either a school site, hub site or an approved community venue.
5. To inform Timetable if a Learner is absent from the session in a timely manner so that this can be recorded and the Teaching Assistant made available for the cover board.
6. Act in accordance with the organisation's policies and procedures under the guidance of the designated Learning/Provision Manager and adhere to the organisation's Equal Opportunities and Diversity policy.
7. Advocate on behalf of the young people and their families in your care. Encourage their involvement in the decision making and the management of their programmes. Assist with the assessment, preparation, delivery and review of a learner's curriculum including contributions to lesson plans. Offer a variety of approaches and opportunities to focus on an engagement with learning and seek advice from designated subject leads where appropriate.
8. Have knowledge and understanding of all safeguarding procedures on a day to day basis, adhering to these where appropriate through the Designated Safeguarding Officer, and be aware of all policies and practice in relation to the safety of young people and vulnerable adults.

9. Be responsible for all aspects of learner health and safety, informing the designated Learning Manager of any accidents or identified risks, and using the significant incident reporting form appropriately. Support the Learning Manager to ensure venues used are appropriate and risk assessed, and that Health and Safety guidance supplied by the company is adhered to.
10. To support the Learning Manager with the collection and collation of pupil information including learner profiles, pen pictures, risk management procedures and special educational needs and suitably differentiate your delivery to meet the identified needs.
11. To support all designated Learning Managers with the completion of all assessments, pupil tracking documents, progress reports and feedback reports to commissioning bodies e.g. Education, Health and Care plans, KS3 & KS4 transition planning, and post 16 opportunities.
12. Carry out additional duties as reasonably requested by a Head of Service/Site Lead Teacher/Deputy Head Teacher/Hub Manager or a Director.
13. Be responsible for your own continuous professional development, ensuring that a minimum of 6 hours CPD are completed each academic year (please note that Inset days do not count towards 6 hours CPD).

### **Performance indicators**

Able to meet annual performance management criteria to a good or outstanding standard.

Able to meet lesson observations to a good or outstanding standard

Adherence to the accountabilities and responsibilities in this job description, and adherence to organisational policies and procedures.

Able to demonstrate outcomes thinking through regular support and supervision.

Achievement of positive outcomes for young people.

### **Key values and ethos of organisation**

Trust, Innovation & Achievement

## Person Specification

<b>Knowledge</b>	<u>Essential</u>	<u>Desirable</u>	<u>How*</u>
Some awareness of current internal and external verification frameworks and inspection frameworks		X	I
Awareness of relevant legislation and guidance and implications for local policy, procedure and practice (e.g. The Children's Act 2004, Children and Families Act 2014, Apprenticeship, Skills and Children Learning Act 2009)		X	I
Demonstrate some knowledge regarding teaching practice for young people with additional needs	X		A I
<b>Experience</b>			
Substantial experience of working with children and young people or vulnerable adults within an education, health or social care setting.	X		A
Evidence and experience of developing effective resources for young people with additional needs	X		A, I
Evidence and experience of working with young people or vulnerable adults with SEND and Autism.	X		A
<b>Skills</b>			
Able to demonstrate effective communication	X		A, I, T
Able to work with learners on a 1:1 or in a group situation.	X		A, I
The ability to work flexibly and adapt sessions without prior warning to promote successful Learner outcomes.	X		A, I
Able to work as part of a team and encourage a positive attitude in others..	X		A, I
Demonstrate a wide variety of ICT skills (e.g. an understanding of google cloud and associated applications,	X		A, I

microsoft packages and esafety)			
Demonstrate effective record keeping with an awareness of the Data Protection Act and sharing information protocols	X		A, I
Can demonstrate recognised skills in working with young people or vulnerable adults with additional needs	X		A, I
<b>Education and Training</b>			
To hold a minimum Level 3 qualification in an education, health or social care setting (e.g. relevant NVQ, PTLLs, A levels)	X		A
To be able to produce evidence of previous CPD (e.g. first aid, safeguarding training, diversity training, CAF/EHC training, IOSHH)	X		A
<b>Qualities</b>			
Must hold a full UK Driving Licence, have access to a road worthy vehicle and have Business Insurance.	X		A
Be committed to adhering to the organisation's policies, procedures and practices.	X		A, I
Be committed to delivering holistic family interventions.	X		I
Be driven to provide positive outcomes to children, young people and vulnerable adults.	X		A, I
To support the core values of Trust, Innovation and Achievement.	X		I
Comply with necessary Enhanced DBS and Social Media checks.	X		I

***Where internal employees do not meet particular essential criteria but have proven outstanding performance, the organisation reserves the right to further progress their application.***

\*How

A - Knowledge, understanding and experience will be scored using the application from.



I - Knowledge, understanding and experience will be tested at Interview

T - Knowledge, understanding and experience via a practical test.