



EARLY YEARS SEND TEACHING ASSISTANT JOB DESCRIPTION

31.25 hrs per week – Term Time Only

Line Managed by: SENDCo

Responsible to: SENDCo / EY Lead

Key Outcomes:

Knowledge and experience working with children with SEND and the strategies needed to support them in the Early Years.

Support for children's learning

Create and follow work plans alongside teaching staff/ SENDCo, provide direct support for the learning of individual children or groups of children, with SEND to achieve defined progression targets in a child's learning plan and in class plans through:

- Activities, interventions, empathetic and sympathetic listening, direct guidance and the provision of appropriate positive feedback to behaviour.
- Developing the physical, emotional and educational development of children.
- Supervising and encouraging safe behaviour of individual and groups.
- Analysis of achievement to develop reinforcement of structured learning habits which meets defined targets for accessing the curriculum as set by the line manager.

Support the learning environment

- Develop work plans to support children with SEND, alongside teaching staff/ SENDCo, and prepare, store, retrieve, sort and display materials, finished work, equipment, project work and or assignment documents to assist in providing an effective learning environment as determined by the teacher to:
- Promote the required standards of achievement and performance, including feedback through structured assessment, for individuals and groups within the classroom.
- Support the development of continuous improvement in both personal performance in the job and the work of the team.
- Assist in the development, monitoring, reviewing and progression of children's learning plans.
- Support invigilation and assessment processes, following procedures and under supervision.
- Assist in the supervision of the work of support staff colleagues/placement students, as required and defined by the line manager, to develop continuity and consistency in the work of the support team which achieves the attainment of standards in learning progress by the school required by the Governors, Principal and the Office for Standards in Education (OFSTED).

Care and support for children

- Attend to the day to day needs of children, inside and outside the classroom, by:
- Provision of personal, social, hygiene, welfare and behaviour support for students.
- Intervention to promote the process of individual children in attaining defined goals.
- Promoting effective pastoral care for individual children, under guidance, and liaising with colleagues to provide accurate records to provide the basis for home/school liaison and contacts with other agencies.
- Reporting concerns about progress, identifying solutions, to the teacher
- Assisting educational and therapeutic professionals in their delivery of specialist support programmes.
- Carrying out specified medical care procedures following direct specific training by a qualified practitioner.
- Assisting with the assessment by the teacher of individual children's development through observation, creation and retrieval of records, discussion with colleagues and teachers to promote the social, emotional and behavioural standards defined by Bannerman Road Community Academy.
- To promote the social, emotional and behavioural standards defined by Bannerman Road Community Academy.

General Accountabilities:

- So far as reasonably practicable, the post holder must promote safe working practices by employees, and in premises/work areas for which the post holder is responsible, to maintain a safe working environment for employees and service users. These are defined in the Health, Safety and Welfare policy, departmental policies and codes of practice.
- Work in compliance with Codes of Conduct, Regulation and policies of Bannerman Road Community Academy and Venturers Trust, and its commitment to equal opportunities.
- Ensure that output and quality of work is of a high standard and complies with current legislation/standards.
- To cover for absent colleagues as requested.
- To undertake other duties that the Principal of the Bannerman Road Community Academy may reasonably request.

Organisation:

- Promoting and safeguarding the welfare of children and young people within the school.
- To ensure all personal data is processed in line with General Data Protection Regulation.
- Comply with and assist the development of policies and procedures relating to all school and Trust policies including Child Protection, Health and Safety, confidentiality and Data Protection, freedom of information and reporting all concerns to the appropriate person.
- Be aware of and support difference and ensure equal opportunities for all.
- Contribute to the development and implementation of the overall ethos/work/aims of the school.
- Develop positive relationships and communicate with other agencies/professionals.
- Develop constructive relationships and liaison between managers/teaching staff and associate staff.
- Develop learning relationships with parents/carers.

This job description is intended as an outline indicator of general areas of activity and will be amended in light of the changing needs of the Trust and its academies. It is expected that the post holder will be as positive and flexible as possible in using this document as a framework.

EARLY YEARS SEND TEACHING ASSISTANT PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> A GCSE grade of C or higher in English and Mathematics (or equivalent qualification). NVQ Level 3 for Teaching Assistants or equivalent. 	<ul style="list-style-type: none"> Professional qualification related to SEND Current First Aid training
Experience	<ul style="list-style-type: none"> Experience of working with SEND children in a school setting and knowledge of strategies that support. Understanding of principles of child development and learning processes and in particular, barriers to learning. Experience of working as a TA and the strategies that support The core National Occupational Standards for Supporting Teaching and Learning standards are relevant to this role https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/239935/NOS-SUPPORT_for_supporting_teaching_learning.pdf Experience in delivering educational programmes by participating in day-to-day learning activities including individual work programmes for pupils' special educational needs 	<ul style="list-style-type: none"> Experience of relevant learning programmes/strategies/codes of practice. Experience working within EY or KS1 Knowledge regarding supporting children with transition Experience of working with students with English as an Additional Language
Professional Learning	<ul style="list-style-type: none"> Commitment to continuing personal and professional learning. 	<ul style="list-style-type: none"> Evidence of recent professional learning
Knowledge & Skills	<ul style="list-style-type: none"> Knowledge and experience working with SEND children and the strategies needed to support them Good numeracy/literacy skills. Ability to communicate and relate to staff, students and parents alike. Effective use of ICT and technology. Ability to work constructively as part of the TA support team. Ability to maintain records and pupil files including evidence of pupil progress. Ability to maintain confidentiality and to work in line with relevant safeguarding policies and practices. Ability to act calmly and quickly under pressure or in an emergency. Ability to communicate effectively with pupils and motivate them to learn/ engage in play Ability to undertake routine tasks under the direction of a teacher/ SENDCo. Be able to assist with pupil care needs e.g. toileting To be able to speak clearly and model appropriate language to non-verbal children 	<ul style="list-style-type: none"> Training in the relevant strategies for children with SEND. Training in strategies to support students with English as an Additional Language. Experience of alternative communication strategies, such as Makaton, PECS, Attention Autism.
Personal Attributes	<ul style="list-style-type: none"> Flexibility to cope with diverse needs of the role. Resilience to work under pressure even when things 	<ul style="list-style-type: none"> Ability to attend occasional meetings outside of normal hours (no later than

	<p>get challenging.</p> <ul style="list-style-type: none"> • Positive, personable and optimistic. • A commitment to be an ambassador for children and young people with SEND. • Ability to engage well in our staff team • High levels of attendance. 	5pm)
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Bannerman Road Community Academy is part of Venturers Trust and is committed to equality, safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all staff.