

TEACHING ASSISTANT 3 / COVER SUPERVISOR

JOB TITLE: TA3 SEN: SALARY RANGE: Band 5

HOURS: Full time = 35 per week, Term Time only plus inset days (39 weeks)

To work under the guidance of teaching/senior staff and within an agreed system of supervision, to implement agreed work programmes with individuals/groups, in or out of the classroom. This could include those requiring detailed and specialist knowledge in particular areas and will involve assisting the teacher in the whole planning cycle and the management/preparation of resources.

Staff may also supervise whole classes occasionally during the short-term absence of teachers (e.g. illness, Inset, PPA). This will not normally amount to more than 3 consecutive days. The primary focus will be to maintain good order and to keep pupils on task. Such Cover Supervisors will need to respond to questions and generally assist pupils to undertake set learning activities planned by teachers.

SUPPORT FOR PUPILS

- Use specialist (curricular/learning) skills/training/experience to support pupils;
- Assist with the development and implementation of EHCs;
- Establish productive working relationships with pupils, acting as a role model and setting high expectations;
- Promote the inclusion and acceptance of all pupils within the classroom;
- Support pupils consistently whilst recognising and responding to their individual needs;
- Encourage pupils to interact and work co-operatively with others and engage all pupils in activities;
- Promote independence and employ strategies to recognise and reward achievement of self-reliance;
- Provide feedback to pupils in relation to progress and achievement.

SUPPORT FOR THE TEACHER

- Work with the teacher to establish an appropriate learning environment;
- Work with the teacher in lesson planning, evaluating and adjusting lessons/work plans as appropriate;
- Monitor and evaluate pupils' responses to learning activities through observation and planned recording of achievement against pre-determined learning objectives;
- Provide objective and accurate feedback and reports as required, to the teacher on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence;
- Be responsible for keeping and updating records as agreed with the teacher and contributing to reviews of systems/records as requested;
- Undertake marking of pupils' work and accurately record achievement/progress;
- Promote positive values, attitudes and good pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their own behaviour;
- Liaise sensitively and effectively with parents/carers as agreed with the teacher within your role/responsibility and participate in feedback sessions/meetings with parents, or as directed;
- Administer and assess routine tests and invigilate exams/tests;
- Provide general clerical/admin. support e.g. administer coursework, produce

<p>worksheets for agreed activities etc.</p> <ul style="list-style-type: none"> • Supervise the work of other support staff; line management of TA1 staff
<p>SUPPORT FOR THE CURRICULUM</p> <ul style="list-style-type: none"> • Implement agreed learning activities/teaching programmes, adjusting activities according to pupil responses/needs; • Implement local and national learning strategies e.g. literacy, numeracy, KS3, early years and make effective use of opportunities provided by other learning activities to support the development of relevant skills; • Support the use of ICT in learning activities and develop pupils' competence and independence in its use; • Help pupils to access learning activities through specialist support; • Determine the need for, prepare and maintain general and specialist equipment and resources.
<p>SUPPORT FOR THE SCHOOL</p> <ul style="list-style-type: none"> • Be aware of and comply with policies and procedures relating to safeguarding, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person; • Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop; • Contribute to the overall ethos/work/aims of the school; • Establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of pupils; • Attend and participate in regular meetings; • Participate in training and other learning activities as required; • Recognise own strengths and areas of expertise and use these to advise and support others; • Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate; • Undertake planned supervision of pupils' out of school hours learning activities; • Supervise pupils on visits, trips and out of school activities as required.

Experience	<ul style="list-style-type: none"> • Experience working with children of relevant age • Experience of working with children with a range of SEND
Qualifications, knowledge and training requirements	<ul style="list-style-type: none"> • Very good numeracy/literacy skills; • NVQ 3 for Teaching Assistants or equivalent qualification or experience (or working towards) • Training in the relevant strategies • Appropriate first aid training or willingness to undertake appropriate training
Knowledge/Skills	<ul style="list-style-type: none"> • Can use ICT effectively to support learning; • Use of other equipment/technology i.e. video, photocopier etc; • Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation including safeguarding, child protection & health and safety; • Working knowledge of national/foundation stage curriculum and other relevant learning programmes/strategies; • Understanding of principles of child development and learning processes;

	<ul style="list-style-type: none"> • Ability to self-evaluate learning needs and actively seek learning opportunities; • Ability to relate well to children and adults. • Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these.
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Additional SEN requirements

Teaching Assistants paid on the SEN Pay bands can also be asked to undertake any or all of the following:

- Dealing with complex behaviour/emotional needs;
- Dealing with complex physical, health care and personal needs, including moving and handling and competence training for carrying out medical procedures for individual children;
- Support complex sensory needs;
- Attend appropriate in service training as required to address the complex needs of the pupils;
- Communicate with parents/cares and other professionals around complex issues/needs;
- Be aware that the job may require TAs to work in difficult and challenging conditions arising from anti-social, difficult behaviour or medical conditions.

Training

Delamere School will arrange for TAs to have access to a range of training appropriate to their role.