

## **JOB DESCRIPTION**

<b>JOB TITLE:</b>	<b>General Teaching Assistant (GTA)</b>
<b>GRADE:</b>	Grade C, SCP 2-4 (Paid Term Time Only) with SEN Allowance
<b>RESPONSIBLE TO:</b>	Headteacher/Class Teacher
<b>RESPONSIBLE FOR:</b>	Supporting children within the class and specific 1:1 responsibility for pupil with SEND

### **Job Purpose**

To support teaching and other staff in assisting the delivery of the curriculum and other learning processes, in direct contact with pupils. The role will involve working with an individual pupil under the direction of appropriate staff.

### **Special Educational Needs (SEN) Allowance**

Where a General Teaching Assistant works wholly or mainly with pupils with a Statement of Special Educational Needs or works in a special school they are entitled to be paid the Special Educational Needs Allowance.

## **ACCOUNTABILITIES/MAIN RESPONSIBILITIES**

<p><b>For an identified pupil be responsible for the supervision, care and implementation of health care and education plan.</b></p> <p><b>Effective Communication and engagement with children, young people, their families and carers</b></p>	<ul style="list-style-type: none"> <li>▪ Ensure pupil's physical and emotional needs are met.</li> <li>▪ Deliver education programme in line with class staff team.</li> <li>▪ Under the general direction of the class teacher, take part in establishing constructive relationships with children, parents/carers and with other agencies/professionals.</li> <li>▪ Communicate effectively with all children, young people, families and carers.</li> <li>▪ Provide support and encouragement to children and young people.</li> </ul>
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	<ul style="list-style-type: none"> <li>▪ Know that communication is a two way process</li> </ul>
<b>Child and young person development</b>	<ul style="list-style-type: none"> <li>▪ Provide, with appropriate guidance and supervision limits, educational, health, emotional and physical support to the student</li> <li>▪ Assist in the implementation of appropriate behaviour management strategies.</li> <li>▪ Observe a child or young person's behaviour, understand its context, and notice any unexpected changes.</li> <li>▪ Know how to interact with children in ways that support the development of their ability to think and learn.</li> </ul>
<b>Safeguarding and promoting the welfare of the child</b>	<ul style="list-style-type: none"> <li>▪ Assist with the supervision of groups and individual students as required.</li> <li>▪ Assist with playground supervision, personal care routines, health and medical regimes.</li> <li>▪ Be responsible for promoting and safeguarding the welfare of children and young people that you are responsible for and come into contact with.</li> </ul>
<b>Supporting transitions</b>	<ul style="list-style-type: none"> <li>▪ Listen to concerns; recognise and take account of signs of change in attitudes and behaviour.</li> <li>▪ Understand your own role and its limits, and the importance of providing care or support.</li> </ul>
<b>Multi-agency working</b>	<ul style="list-style-type: none"> <li>▪ Know the value and expertise you bring to a team and that brought by your colleagues.</li> <li>▪ Work in a team context – forging and sustaining relationships across agencies and respecting the contribution of others working with children, young people and families.</li> </ul>
<b>Sharing information</b>	<ul style="list-style-type: none"> <li>▪ Provide feedback, as requested, to the class teacher or other appropriate person to support the planning and evaluation of the learning process in respect of groups and individual students.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Be aware of and comply with policies and procedures relating to child protection, confidentiality, health, safety and security.</li> <li>▪ Understand the importance of sharing information, how it can help and the dangers of not doing so.</li> <li>▪ Be aware of own (and others') professional boundaries..</li> <li>▪ Attend staff meetings, training days and management team meetings by agreement with the Headteacher.</li> </ul>
<b>Administration/Other</b>	<ul style="list-style-type: none"> <li>▪ Prepare and keep clean materials and undertake minor clerical duties.</li> <li>▪ Participate in the School's performance management scheme.</li> <li>▪ Participate in training and other learning activities and performance development as required.</li> </ul>
<b>Health &amp; Safety</b>	<ul style="list-style-type: none"> <li>▪ Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure.</li> </ul>
<b>Equalities</b>	<ul style="list-style-type: none"> <li>▪ Ensure services are delivered in accordance with the aims of the equality Policy Statement</li> <li>▪ Develop own understanding of equality issues</li> </ul>

Whilst this job outline provides a summary of the post, it is not a comprehensive list or description and the job will evolve to meet changing circumstances. Such changes would be commensurate with the grading and conditions of service of the post and would be subject to discussion and consultation. All staff are required to comply with the school's policies, procedures and ethos.

In relation to Data Protection, Information Security and Confidentiality, all staff are required to comply with the school's policies and supporting documentation in respect of these issues.

### **Equal Opportunities**

North Yorkshire County Council supports the principle of equality of opportunity in employment and has a clearly stated policy for Equalities and a copy can be downloaded from [www.northyorks.gov.uk](http://www.northyorks.gov.uk). Your school will have its own policies adapted from the County Council's Policy.

## PERSON SPECIFICATION

**JOB TITLE:** General Teaching Assistant

**GRADE:** Grade C (SCP 2-4) with SEN Allowance

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSMENT
<b>Qualifications &amp; Training</b>			
Mathematics and Englise GCSE Grade C or equivalent	X		2 & 5
Relevant NVQ Level 2 qualification (or equivalent).	x		
Relevant NYQ Level 3 qualification (or equivalent)		x	
<b>Experience</b>			
Experience appropriate to working with children in an education setting.	X		2 & 4
Experience of assisting children with specific SEN (further details available on enquiry)	X		2 & 4
Experience of working with children with autism and ADHS for at least 3 years	X		2 & 4
Experience of working in a class based environment with SEN pupils.	X		2 & 4
<b>Skills &amp; Knowledge</b>			
Good written and verbal communication skills: able to communicate effectively and clearly with a range of staff, children, young people, their families and carers.	X		2, 3 & 4
Good understanding of child development		X	2 & 4

and learning processes.			
Sound literacy/Numeracy skills	X		2 & 4
Behaviour management.	X		
Basic IT skills.	X		
Basic First Aid qualification.		X	
<b>Personal Qualities</b>			
Ability to work flexibly and adapt to rapid change.	X		2 & 4
Ability to work successfully as part of a team.	X		2 & 4
Willingness to accept direction and advice Demonstrable interpersonal skills.	X		
Calm response to the unexpected.	X		
Confidentiality.	X		
<b>Other Requirements</b>			
To be committed to the school's policies and ethos.	X		2 & 4
To be committed to Continuing Professional Development	X		2 & 4
Motivation to work with children and young people.	X		2 & 4
Ability to form and maintain appropriate relationships and personal boundaries with children and young people.	X		2 & 4
Emotional resilience in working with challenging behaviours; and, attitudes to use authority and maintaining discipline.	X		2 & 4

<b>Equal opportunities</b>  To assist in ensuring that NYCC's equalities policies are considered within the school's working practices in terms of both employment and service delivery	X		2 & 4
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- Assessment:**
1. Test prior to shortlisting (i.e. all applicants)
  2. From application form
  3. Task during interview
  4. Probing at interview
  5. Documentary Evidence
  6. OTHER (Please specify)