



Welton St. Mary's Church of England Primary Academy

'Together we care, learn and thrive'



SEND Teaching Assistant 32.5 hours Monday to Friday termtime

Grade range is G3 scp 3-6 (£22,737 - £23,893) pro rata

This is a fixed term post until August 31st 2024.

Start date: as soon as possible

This role is to support teaching and learning and will also include supporting the learning and personal development of a child with an Educational Health Care Plan.

This role requires the successful candidate to support within the classroom along with supporting pupils with EHCPs to learn effectively both in group situations and on their own by, for example:

- Clarifying and explaining instructions
- Ensuring the pupil is able to use equipment and materials provided
- Motivating and encouraging the pupil(s) as required by providing levels of individual attention, reassurance and help with learning tasks appropriate to pupil's needs
- Assisting communication. speech and language, social and emotional development
- Using praise, commentary and assistance to encourage the pupil to concentrate and stay on task
- Commitment to inclusion
- Liaising with class teacher, SENCO and other professionals about personal education plans, contributing to the planning and delivery as appropriate
- Personalising learning to meet the needs of the child, including making adaptations and providing scaffolds to develop independence.
- Using positive reinforcement and a range of other strategies to reinforce positive behaviours
- Completing all training as required for the role
- Helping to make appropriate resources to support the pupil

Person Specification	Essential / Desirable
Qualifications and Training	
GCSE or equivalent in English and Maths	E
NVQ2 or equivalent	E
Safeguarding training	E
Makaton qualification or commitment to undertake training	E
First aid training	D
Experience	
Current, relevant experience working in the primary classroom	E
Experience of meeting communication and language needs	E
Recent experience of working in Foundation Stage or Key Stage 1	D
Experience of planning and preparation within the classroom environment	E

Proven success of supporting the learning in the classroom with children with additional needs	E
Proven success of working with intervention groups and evidence of good progress made by learners	E
Experience of keeping records as required by the school- individual teacher's assessment records.	E
Experience of working across Key stages	D
Trained in RWI / Fresh Start	D
Knowledge and Skills	
A clear understanding of the vision for a Church of England School	E
To be involved in ongoing Professional Development	E
Ability to adapt work to meet individual needs and proven impact	E
Good behaviour management of groups of children	E
Able to assist with planning and preparation of activities	E
Proven evidence of impact following the delivery of school intervention or national initiatives	E
Planning and organisational skills	E
Basic ICT skills	E
Ability to work as part of a team	E
Ability to empathise with children	E
Ability to teach and deliver maths intervention programmes in line with school policy and adapt them to meet the needs of the children	E
Good understanding of skills progression in English, phonics and maths	E
Ability to teach and deliver phonics programmes in line with school policy and adapt them to meet needs of children	E
A good understanding of the Key Stage 1 and Key Stage 2 curriculum	E
Experience of working with children with Special Needs and proven impact on progress	E
Personal Attributes	
Communicate effectively to a range of audiences. Able to clarify and explain instructions clearly.	E
Commitment to an ethos of high standards, personal fulfilment and academic/ personal success	E
Good attendance	E
A willingness to go above and beyond	D
A willingness to be flexible to meet the needs of the curriculum	D
Energy, stamina and determination	E
A sense of humour and ability to remain calm under pressure	E
Build and maintain effective relationships <ul style="list-style-type: none"> • Prioritise, plan and organise themselves and others • Seek and take account of the views of others • Develop effective teamwork • Able to generate enthusiasm with pupils and Parents 	E
Able to organise own teaching resources and activities	E
Capacity to inspire, motivate and challenge children and young people	E
Resilient, positive, forward looking and enthusiastic about making a difference	E
Able to plan time effectively and meet deadlines	E
Convey personal enthusiasm and commitment	E
Loyalty with respect for confidentiality	E

Contribute to wider school initiatives	E
Commitment to keeping up to date with local and national initiatives	E