

St. Michael's CE Primary School

Job Description and Specification – Teaching Assistant (TA) Early Years



St. Michael's School Profile

St. Michael's CE Primary is a flourishing voluntary-aided Church of England primary school committed to providing a broad and balanced education within a secure and nurturing Christian environment for boys and girls aged 3 to 11 years. We have fantastic pupils who are keen to learn and a staff who are talented and committed. The ethos of the school is centred on excellent relationships between pupils and staff creating an environment where everyone can reach their God-given potential.

St. Michael's is a stimulating place to work and because of this achieves excellent academic results. We have a clear and targeted focus on learning and developing a love of learning. This applies to adults as well as children and we pride ourselves on our professional development opportunities and our commitment to staff development.

Our Governors work in partnership with Wandsworth Education and the Southwark Diocesan Board of Education. The school has a long-established association with the Parish Church of St. Michael's and regular visits are made to the Church during the term and for the end of term services.

Our Recent Ofsted Inspection 2022 stated that:

'Parents and carers praise the 'family feel' of the school's community. Leaders and staff work together to ensure that expectations are high for all pupils, particularly for pupils with special educational needs and/or disabilities (SEND).'

'Pupils behave well and have positive attitudes. They actively and sensibly take part in lessons. Adults encourage pupils to share their views which helps to build their confidence. The school is a calm and orderly environment. Pupils settle quickly and do not waste learning time.'

'Members of the governing body provide a strong balance of support and challenge. They are knowledgeable about leaders' work and reflect on the difference that initiatives make. For example, members of the governing body worked closely with leaders to ensure staff well-being was a high priority. Staff value how leaders consider their workload.'

Our last SIAMS Church Inspection 2019 stated that:

'The school has a deeply embedded inclusive Christian vision that excellently expresses its mission of Christian service to its diverse community. This is based on the biblical teaching of the value and potential of everyone, each being precious to God. Through insightful leadership, and accurate self-evaluation, its Christian foundation is kept consistently to the fore. It consequently is relevant and responsive to the strengths and challenges of school life, making this a forward-thinking and outward-looking institution. It successfully challenges and nurtures pupils' academic and personal development. Consequently, all pupils, including the most vulnerable, flourish and make very good progress from their various starting points, leading to outcomes being consistently above local and national averages.'

Within our school we aim to create a secure, happy and hard-working environment in which children can develop and they are encouraged to make a positive contribution to God's world. We are now looking to appoint an inspirational teaching assistant to join our fantastic team. Visits are encouraged so please contact us for more information on info@stmichaels.wandsworth.sch.uk or contact us by phone on 0208 874 7786.

Closing Date for applications: Friday 1st March 2024 8am

Interviews and Observations: 8th March 2024 in the afternoon

Required for: ASAP

Please note that we only consider applications made on the [SDBE Application Form](#) – click on link. Download this form, complete your application and return it to sbm@stmichaels.wandsworth.sch.uk

Job Description

Job Title:	Teaching Assistant Early Years
Salary:	1C Spine point 2
Hours:	8:30am to 3:30pm (32.5 hours per week)
Contract Type:	Permanent (Term Time Only)
Reporting to:	EYFS Phase Leader

Main Purpose

The TA will:

- Work with class teachers to raise the learning and attainment of pupils
- Promote pupils' independence and self-esteem and social inclusion
- Give support to pupils, individually or in groups, so they can access the Early Years curriculum, take part in learning, and experience a sense of achievement

Duties and Responsibilities

The TA will:

- Demonstrate an informed and efficient approach to teaching and learning by adopting relevant strategies to support the work of the teacher and increase the achievement of all pupils including, where appropriate, those with special educational needs or disabilities (SEND)
- Promote, support and facilitate inclusion by encouraging participation of all pupils in learning and extracurricular activities
- Support the teaching of a broad and balanced curriculum aimed at pupils achieving their full potential in all areas of learning
- Use effective behaviour management strategies consistently in line with the school's policy and procedures
- Support class teachers with maintaining good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment
- Organise and manage teaching space and resources to help maintain a stimulating and safe learning environment
- Observe pupil performance and pass observations on to the class teacher
- Supervise a class if the teacher is temporarily unavailable

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- Use ICT skills to advance pupils' learning
 - Monitor and supervise children during lunch time according to the instructions of the Senior Midday Meals supervisor
 - Undertake any other relevant duties given by the class teacher

Planning

- Contribute to effective assessment and planning by supporting the monitoring, recording and reporting of pupil performance and progress as appropriate to the level of the role
- Read and understand lesson plans shared prior to lessons, if available
- Prepare the classroom for lessons

Working with staff and parents

- Communicate effectively with other staff members and pupils, and with parents and carers under the direction of the class teacher
- Communicate their knowledge and understanding of pupils to other school staff and education, health and social care professionals, so that informed decision making can take place on intervention and provision.
- Contribute to meetings with parents and carers by providing feedback on pupil progress, attainment and barriers to learning, as directed by teachers
- With the class teacher, keep other professionals accurately informed of performance and progress, or concerns they may have about the pupils they work with
- Understand their role in order to be able to work collaboratively with classroom teachers and other colleagues, including specialist advisory teachers
- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

Health and safety

- Promote the safety and wellbeing of pupils, and help to safeguard pupils' wellbeing by following the requirements of Keeping Children Safe in Education (KCSIE) and our school's child protection policy
- Look after children who are upset or have had accidents

Professional development

- Help keep their own knowledge and understanding relevant and up-to-date by reflecting on their own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school
- Take part in the school's appraisal procedures

Other areas of responsibility

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Promote the safeguarding of all pupils in the school

The TA will be required to follow school policies and the staff code of conduct

Please note, this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the TA will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

Person specification

Criteria	Qualities
Qualifications and training	<ul style="list-style-type: none">• GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and maths• First-aid training, or willingness to complete it
Experience	<ul style="list-style-type: none">• Experience working in a school environment or other educational setting• Experience working with children / young people• Experience planning and delivering learning activities
Skills and knowledge	<ul style="list-style-type: none">• Good literacy and numeracy skills• Good organisational skills• Ability to build effective working relationships with pupils and adults• Skills and expertise in understanding the needs of all pupils• Knowledge of how to help adapt and deliver support to meet individual needs• Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils

	<ul style="list-style-type: none"> • Excellent verbal communication skills • Active listening skills • The ability to remain calm in stressful situations • Knowledge of guidance and requirements around safeguarding children • Good ICT skills, particularly using ICT to support learning • Understanding of roles and responsibilities within the classroom and whole school context • Knowledge of how to successfully lead learning activities for a group or class of children • Knowledge of how statutory and non-statutory frameworks for the school curriculum relate to the age and ability ranges of the learners they support • Knowledge of how to support learners in accessing the curriculum in accordance with the SEND code of practice
Personal qualities	<ul style="list-style-type: none"> • Enjoyment of working with children • Sensitivity and understanding, to help build good relationships with pupils • A commitment to getting the best outcomes for all pupils, and promoting the ethos and values of the school • Commitment to maintaining confidentiality at all times • Commitment to safeguarding pupil's wellbeing and equality • Resilient, positive, forward looking and enthusiastic about making a difference • Capacity to inspire, motivate and challenge children and young people

If you think you can fulfil this job description and would like the opportunity to develop professionally, please contact sbm@stmichaels.wandsworth.sch.uk for an application form



Find out about us on our school website: www.stmichaels.wandsworth.sch.uk