



Job Description	
<b>Job Title:</b>	General Teaching Assistant
<b>School:</b>	Winterbourne Junior Girls' School
<b>Grade Range:</b>	Grade 2 , Scale points 3 – 5 £25,854 - £27,030 (FTE)
<b>Term</b>	Fixed term until 31 August 2024 (this may be extended subject to funding)
<b>Hours per week:</b>	18 hours 45 minutes
<b>Work Pattern:</b>	5 days - Term time only - including INSET days. Flexible
<b>Location:</b>	Winterbourne Junior Girls' School, Winterbourne Road, Thornton Heath, CR7 7QT
<b>Reports to:</b>	Head Teacher
<b>Role Purpose and Role Dimensions:</b>	<ul style="list-style-type: none"> <li>To work under the direct instruction of teaching/senior staff, within the classroom with the teacher, to support access to learning for pupils.</li> <li>To provide whole school pupil intervention, namely ELSA support.</li> <li>To provide guidance and support in the creation of school displays.</li> </ul>
<b>Commitment to Diversity:</b>	As a member of the School Team to take individual and collective professional responsibility for championing the School 's diversity agenda and proactively implementing initiatives which secure equality of access and outcomes. Also to commit to continually developing personal understanding of diversity.

Person Specification	
<b>Job Title:</b>	Teaching Assistants – General (Level 1)
<b>Essential knowledge:</b>	<ul style="list-style-type: none"> <li>General understanding of national/foundation stage curriculum and other basic learning programmes/strategies</li> <li>Basic understanding of child development and learning</li> </ul>
<b>Essential skills and abilities:</b>	<ul style="list-style-type: none"> <li>Good numeracy/literacy skills.</li> <li>English and Mathematics Grade C / Level 2 or above</li> <li>Excellent communication skills together with the ability to communicate fluently in English to fulfil the requirements of the post</li> <li>Use basic technology – computer, video, photocopier and familiar with Microsoft office software</li> <li>Ability to relate well to children and adults</li> <li>Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these</li> <li>Displays commitment to the protection and safeguarding of children and young people</li> <li>Demonstrates a commitment to fundamental British values and an awareness of how these can be promoted in direct work with children</li> <li>Participate in development and training opportunities</li> <li>Willingness to undertake first aid training</li> <li>ELSA qualification</li> <li>Ability to create vibrant and engaging learning displays</li> </ul>



<b>Essential experience:</b>	Working with or caring for children of relevant age
<b>Special conditions:</b>	Enhanced DBS check

<b>Key Accountabilities and Result Areas</b>	<b>Key Elements</b>
<b>Support for Pupils</b>	<b>Duties</b> <ul style="list-style-type: none"> <li>• Supervising and supporting pupils, ensuring their safety and access to learning.</li> <li>• Establishing good relationships with pupils, acting as a role model and being aware of and responding appropriately to individual needs.</li> <li>• Encouraging pupils to interact with others and engaging in activities led by the teacher.</li> <li>• Promoting the inclusion and acceptance of all pupils.</li> <li>• Encouraging pupils to act independently as appropriate.</li> <li>• Pastoral support in the form of ELSA provision.</li> </ul>
<b>Support for the Teacher</b>	<b>Duties</b> <ul style="list-style-type: none"> <li>• Being aware of pupil problems/progress/achievements and reporting to the teacher as agreed.</li> <li>• Supporting the teacher in managing pupil behaviour, reporting difficulties as appropriate.</li> <li>• Preparing classroom as directed for lessons and clearing afterwards and assisting with the display of pupils work.</li> <li>• Undertaking pupil record keeping as requested</li> <li>• Gathering/reporting information from/to parents/carers as directed.</li> <li>• Providing clerical/administrative support, e.g. photocopying, typing, filing, collecting money etc.</li> </ul>
<b>Support for the Curriculum</b>	<b>Duties</b> <ul style="list-style-type: none"> <li>• Supporting pupils in respect of local and national learning strategies, as directed by the teacher.</li> <li>• Supporting pupils to understand instructions.</li> <li>• Preparing and maintaining equipment/resources as directed by the teacher and assisting pupils in their use.</li> </ul>
<b>Support for the School</b>	<b>Duties</b> <ul style="list-style-type: none"> <li>• Being aware of and complying with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.</li> <li>• Being aware of and supporting difference and ensuring all pupils have equal access to opportunities to learn and develop.</li> </ul>



	<ul style="list-style-type: none"> <li>• Drive whole school display ideas and implement them in a timely manner.</li> <li>• Contributing to the overall ethos/work/aims of the school.</li> <li>• Appreciating and supporting the role of other professionals.</li> <li>• Attending relevant meetings as required.</li> <li>• Participating in training and other learning activities and performance development as required.</li> <li>• Accompanying teaching staff and pupils on visits, trips and out of school activities as required.</li> </ul>
<b>Cultural Competence</b>	<ul style="list-style-type: none"> <li>• Ability to recognise own biases, ideas, and stereotypes of cultures that are different from own</li> <li>• Ability to admit/acknowledge that there are differences in the treatment of people based on their appearance</li> <li>• Commitment to being a part of the change that is needed in seeing that people are treated fairly</li> <li>• Ability to educate oneself and others on cultural differences to gain more understanding.</li> </ul>
<b>Data Protection</b>	<ul style="list-style-type: none"> <li>• Being aware of the School's legal obligations under the Data Protection Act 2018 (the "2018 Act") and the EU General Data Protection Regulation ("GDPR") for the security, accuracy and relevance of personal data held, ensuring that all administrative and financial processes also comply.</li> <li>• Maintaining customer records and archive systems in accordance with departmental procedures and policies as well as statutory requirements.</li> <li>• Treating all information acquired through employment, both formally and informally, in accordance with the School's Data Protection Policy.</li> </ul>
<b>Confidentiality</b>	<p>Treating all information acquired through employment, both formally and informally, in confidence.</p> <p>There are strict rules and protocols defining employee access to and use of the School's databases. Any breach of these rules and protocols will be subject to disciplinary investigation. There are internal procedures in place for employees to raise matters of concern regarding such issues as bad practice or mismanagement.</p>
<b>Equalities and Diversity</b>	<p>The School has a strong commitment to achieving equality of opportunity in its services to the community and in the employment of people. It expects all employees to understand, comply with and to promote its policies in their own work, to undertake any appropriate training and to challenge racism, prejudice and discrimination. This includes respecting and valuing the different experiences, ideas and backgrounds others can bring to work and to teams</p>
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• Displays commitment to the protection and safeguarding of children and young people.</li> <li>• Values and respects the views and needs of children and young people.</li> </ul>



	<ul style="list-style-type: none"> <li>• Demonstrates a commitment to fundamental British values and an awareness of how these can be promoted in direct work with children.</li> </ul>
<b>Health and Safety</b>	Every employee is responsible for their own Health & Safety, as well as that of colleagues, service users and the public. Employees should co-operate with management, follow established systems of work, use protective equipment where necessary and report defectives and hazards to management.
<b>To contribute as an effective and collaborative member of the School Team</b>	<ul style="list-style-type: none"> <li>• Participating in training to be able to demonstrate competence.</li> <li>• Participating in first aid training as required.</li> <li>• Participating in the ongoing development, implementation and monitoring of the service plans.</li> <li>• Championing the professional integrity of the School</li> <li>• Supporting Customer Focus, Best Value and electronic management of processes.</li> <li>• Actively sharing feedback on School policies and interventions</li> </ul>