

Job Description

Fox Federation is a passionate community of three schools working collaboratively to ensure equal access to consistent, excellent education for all pupils. Our schools are nurturing places to work, committed to innovation and have high academic standards. Staff who join our team are supported to grow and develop outstanding practice through exceptional CPD and support from a warm, passionate team of dedicated teachers and leaders.

Our community of schools



Fox
Primary
School



Ashburnham
Primary
School



Avonmore
Primary
School

Main Purpose of the Job

To complement the professional work of teachers by taking responsibility for agreed learning activities under an agreed system of supervision, supported by direction from teaching staff and in line with school policies and guidance. This may involve planning, preparing and delivering learning activities for individuals/groups or short term for whole classes and monitoring pupils and assessing, recording and reporting on pupils achievement, progress and development.

Responsible for the management and development of a specialist area within the school e.g. EAL, special needs.

Main Responsibilities

Support for the Pupils/ Families

- Assess the needs of pupils and use detailed knowledge and specialist skills to support pupils' learning
- Establish productive working relationships with pupils, acting as a role model and setting high expectations
- Develop and implement IEPs
- 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 Teachers

- Organise and manage appropriate learning environment and resources
- Within an agreed system of supervision, plan challenging teaching and learning objectives to evaluate and adjust lessons/work plans as appropriate

- Monitor and evaluate pupil responses to learning activities through a range of assessment and monitoring strategies against pre-determined learning objectives
- Provide objective and accurate feedback and reports as required on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence
- Record progress and achievement in lessons/activities systematically and providing evidence of range and level of progress and attainment
- Work within an established discipline policy to anticipate and manage behaviour constructively, promoting self control and independence
- Supporting the role of parents in pupils' learning and contribute to/lead meetings with parents to provide constructive feedback on pupil progress/achievement etc.
- Administer and assess/mark tests and invigilate exams/tests
- Production of lesson plans, worksheet, plans etc.

Support for the Curriculum

- Deliver learning activities to pupils within agreed system of supervision, adjusting activities according to pupil responses/needs
- Deliver 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 pupils' skills
- Use ICT effectively to support learning activities and develop pupils' competence and independence in its use
- Select and prepare resources necessary to lead learning activities, taking account of pupils' interests and language and cultural backgrounds
- Advise on appropriate deployment and use of specialist aid/resources/equipment

Support for the School

- Comply with and assist with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting 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
- Take the initiative as appropriate to develop appropriate multi-agency approaches to supporting pupils
- Recognise own strengths and areas of specialist expertise and use these to lead, advise and support others
- Deliver out of school learning activities within guidelines established by the school
- Contribute to the identification and execution of appropriate out of school learning activities which consolidate and extend work carried out in class

Arrangements for appraisal of performance:

There is an annual appraisal cycle carried out by line managers which seeks to acknowledge success, resolve problems and identify training/development needs.

Person Specification

Essential Knowledge, Experience and Skills

- **Experience** - Experience working with children of relevant age in a learning environment
- **Knowledge and Skills**
 - Can use ICT effectively to support learning
 - Full working knowledge of relevant policies/codes of practice/legislation
 - Working knowledge and experience of implementing national/foundation stage curriculum and other relevant learning programmes/strategies
 - Good understanding of child development and learning processes
 - Understanding of statutory frameworks relating to teaching
 - Good organisational skills
 - Ability to support colleagues
 - Constantly improve own practice/knowledge through self-evaluation and learning from others
 - 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
- **Qualifications**
 - Meet Higher Level Teaching Assistant standards or equivalent qualification or experience
 - Excellent numeracy/literacy skills – equivalent to NVQ Level 2 in English and Maths
 - Training in relevant learning strategies e.g. literacy
 - Specialist skills/training in curriculum or learning area e.g. bi-lingual, sign language, ICT
- **Values**- a career which evidences shared values with Fox Federation and a commitment to personal learning and development
- **Commitment** to excellence and the maximising of academic and personal achievement for all pupils
- **Equality** - an ability to ensure that each child's identity is respected, maintained and enhanced and that stereotypes are challenged in a sensitive way.
- **Partnership** – respect for the views of parents and a commitment to the importance of the involvement of parents in the learning process
- **Communication**- the proven ability to communicate clearly both orally and in writing with pupils, parents and colleagues
- **Collaboration**- ability to be an active team-member, maintain good relations with colleagues and get the best out of others.

Desired Knowledge, Experience and Skills

- Childcare or Teaching Assistant qualification or equivalent qualification / experience
- Understanding of relevant policies and practices
- An understanding of the curriculum and other learning strategies
- Working or volunteering with children or adults with additional needs such as Autism or ADHD

- Monitor, record and assess progress
- Use alternative strategies to help children if they are unable to understand
- Describe and use a range of behaviour management strategies with children
- Identify gaps in their own professional practice that they to develop
- Demonstrate the ability to learn and adapt from past experience

As part of our commitment to fairer recruitment, all applications will be assessed with names and any protected characteristics redacted.