



Role: Higher Level Teaching Assistant

Department: Schools

Location: Various R.E.A.L. sites

Accountable to: Curriculum Lead

Responsible for: Teaching Assistants

Function of role

To support Curriculum Leads and Lead Teachers with the planning, preparation and assessment of an innovative and flexible curriculum. To teach 1:1 and small group sessions as required. To use a collaborative and multi-agency holistic approach to delivering an education provision which includes attention to health and safety awareness, risk management and the safeguarding of young people.

To line manager and mentor a delegated group of Teaching Assistants across the Company.

Accountabilities

To play an active part in the developments of the school by supporting curriculum and development strand leads to drive forward improvement strands in a positive way.

Act in accordance with the organisation's policies and procedures under the guidance of the designated Provision Manager and adhere to the organisation's Equal Opportunities and Diversity policy.

Advocate on behalf of the young people and their families in your care. Encourage their involvement in the decision making and the management of their programmes to support and maintain high learner engagement levels.

Support the Senior Leaders within the Company to create and maintain high quality environments which are compliant with Health & Safety.

Be a role model for Teaching Assistants and act as an ambassador for the Company's values and professional behaviours.

Be responsible for the day to day guidance of designated staff, providing regular support and supervision, lesson observations and informal visits. Refer any designated staff to the Improvement Team, where relevant, in accordance with the organisation's procedures for quality assurance.

Carry out additional duties as reasonably requested by the Learning Manager and be responsible for your own continuous professional development.

Performance indicators

Able to meet annual performance management criteria to a good or outstanding standard.

Able to meet lesson observations to a good or outstanding standard.

Adherence to the accountabilities and responsibilities in this job description, and adherence to organisational policies and procedures.

Able to demonstrate outcomes thinking through regular support and supervision.

Achievement of positive outcomes for young people.

Key values and ethos of organisation

Trust

Innovation

Achievement

Person Specification**Role:** Higher Level Teaching Assistant**Service:** Schools**Location:** Various R.E.A.L. sites**Accountable to:** Curriculum Lead**Responsible for:** Teaching Assistants

Knowledge	<u>Essential</u>	<u>Desirable</u>
Knowledge of SEN/D, Autism, ADHD and other neurodiverse conditions.	X	
Knowledge of planning, preparing and assessing curriculum lead sessions.	X	
Have an understanding of the perception of the expected life prospectus associated with children and young people who do not thrive in mainstream school.		X
Experience		
Extensive experience of working with Learners who have SEN requirements including Learners who portray behaviours associated with ADHD, Autism and other neurodiverse conditions.	X	
Three years experience of working with children and young people or vulnerable adults within an education, health or social care setting or appropriate qualifications at level 4 or above.	X	
Some experience of peer support and mentoring with those in junior roles.		X
Skills		
Be able to positively demonstrate and role model the positive values, attitudes and behaviours that are expected of our Learners.	X	
To be able to effectively communicate with Learners, their families/careers, external agencies and others pertinent to the care of the Learners.	X	
The ability to work flexibly and adapt sessions without prior warning to promote successful Learner outcomes.	X	
Be able to work on a 1:1 or with small groups of Learners.	X	
Demonstrate a wide variety of ICT skills (e.g. an understanding of google cloud and associated applications, microsoft packages and e-safety)	X	
Demonstrate effective record keeping with an awareness of the Data Protection Act and sharing information protocols	X	

Can demonstrate recognised skills in working with young people or vulnerable adults with additional needs	X	
Education and Training		
Hold a Level 4 Higher Level Teaching Assistant qualification or an appropriate and relevant level 4 qualification	X	
To be able to produce evidence of previous continuous professional development including Safeguarding, Data Protection and Autism training.	X	
Qualities		
Must hold a UK Driving Licence and have access to a road-worthy vehicle	X	
Understand the importance of adhering to the organisation's policies, procedures and practices	X	
Be committed to delivering holistic family interventions	X	
Be driven to provide positive outcomes to children, young people and vulnerable adults	X	