

CAREER OPPORTUNITY

Teaching Assistant

Full-Time or Part-Time Permanent

Closing Date: 9am, Monday 29th January 2024



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HIRING!**



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US**



About our School

Severndale Academy was established in September 1995 following the reorganisation of provision for children with special educational needs in Shropshire. In September 2008, a large scale development was completed at the site on the Monkmoor Campus. In September 2011 a second provision based at Mary Webb School and Science College opened to cater for secondary aged pupils with moderate learning difficulties. In November 2014 our Futures provision in conjunction with Shrewsbury College providing work related learning for the students.

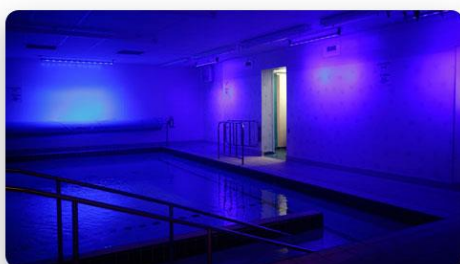
Our children are amazing and a pleasure to work with, we pride ourselves on the relationships at staff level but especially with our children and their families. Our staff are rewarded every day knowing that they are making a difference to the young people's lives, their families and the community. Our young people are aged 2.5 to 25 and have a range of learning difficulties. These include moderate, severe, complex and profound learning difficulties, those with autism, complex medical conditions and physical and mobility difficulties.

Our curriculum drives how our school works and we also use a range of models to provide our children with active learning through motivating, exciting activities. We encourage children to make choices, solve problems, develop independence and most importantly, have fun!

To enable this high level of education and create an environment for our students that we are proud of we benefit from the most amazing staff. Every member of staff is valued for the role they have, no position is more important than another and it is recognised at all times that the staff need each other for the school to run effectively for the children. Our highly trained internal staffing is complemented by significant external specialist support such as Health professionals, speech and language therapist and physiotherapists.

Our school offers a truly rewarding career, roles with progression and high-level training. Our children and young people make working at Severndale satisfying and gratifying. To find out more about our school please visit our website: Severndale Academy

Please return your completed application form to recruitment@severndaleacademy.co.uk



Severndale Academy, Monkmoor Campus, Woodcote Way, Shrewsbury, SY2 5SH

01743 563333

admin@severndaleacademy.co.uk

www.severndaleacademy.co.uk

JOB DESCRIPTION - *Teaching Assistant*

Purpose of the Post:

Our Teaching Assistants at Severndale hold a key role in ensuring that the school fulfils its vision for the students. The main purpose of this post is to effectively provide classroom support for our children and staff. This will include working closely with our students to support their learning, having a strong working relationship with teaching staff to ensure that their role is supported and agreed education and pastoral work is completed. In addition, our Teaching Assistants will offer much valued care and support programmes with individuals or groups.

The successful candidate will need to have a personality that lends itself to the needs of Severndale. Key traits would be the need to be self-motivated, work as a part of a team, be robust, have a sense of humour and strive to inspire and achieve the very best outcomes for our young people.

Personal Skills required:

- Organised with good time-management skills
- Excellent communication skills with students who have speech and language difficulties
- Ability to work independently and as part of a team
- Ability to monitor student progress
- Positive and enthusiastic when faced with challenges

Duties and Responsibilities will include:

Student Assistance

- Attend to students personal needs, and assist with the development and implementation of Individual Education, Behaviour and Personal Care programmes
- Supervise and support students, ensuring their safety and access to learning
- Establish constructive relationships with students and interact with them according to their individual needs
- Promote the inclusion and acceptance of all students
- Encourage students to interact and work co-operatively with others, and engage in learning activities
- Within the context of teacher-led planning set challenging and demanding expectations for students and promote self-esteem and independence
- Provide feedback to students in relation to progress and achievement under the guidance of the teacher

Teacher Assistance

- Assist with the planning of learning activities
- Use strategies in liaison with the teacher to support students to achieve learning goals
- Prepare the classroom as directed for lessons and clear afterwards. Assist with the display of students work

- Ensure the timely and accurate design, preparation and use of specialist equipment, resources and materials
- Monitor students responses to learning activities and accurately record achievement/progress as directed
- Provide detailed and regular feedback to teachers on pupils achievement, progress and problems
- Maintain records as requested
- Administer routine tests, invigilate exams and undertake routine marking of students work, accurately recording achievement and progress
- Promote good student behaviour, dealing with challenging behaviour in line with established policy and individual plans and encourage students to take responsibility for their own behaviour
- Provide general clerical and administrative support

Other Duties

- Support students understanding through use of appropriate communication
- Undertake structured and agreed learning activities and teaching programmes, adjusting activities according to student responses
- Support students in using ICT and develop students competence and independence in its use
- Prepare, maintain and use equipment/resources required to meet the lesson plans and relevant learning activities and assist students in their use
- Assist with the supervision of students out of lesson times, including before and after school and at lunchtimes
- Accompany teaching staff and students, as appropriate on visits, trips and out of school activities and supervise small groups of students on specific educational visits

Reporting

- Line Manager: Class Teacher

Benefits of the Post:

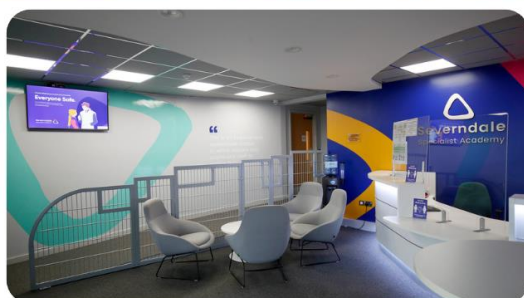
1. The grade of the post is: Scale 3, Point 5 with a progression scale to Point 6
 2. The hours of work are: 32.5 hours per week, Term Time plus 1 week per year
- Severndale values the importance of all staff having outstanding training. As a result, our Continual Personal Development programme is robust, providing both internal and external courses not only for current roles, but also to provide a platform for future roles within the academy
 - The leadership of the school fully understands the demands placed on staff. As a result, we offer flexible working contracts to support our staff and their needs
 - One of the key benefits to working with us is the Local authority pension scheme
 - The Academy is proud of how it supports the physical and mental health of our staff. We work in partnership with the School Advisory Service (SAS – employee assistance program). The free benefits of this relationship include:
 - a. Physiotherapy
 - b. Counselling & Mindfulness

- c. Weight Management
 - d. Nurse Support Service
 - e. Menopause Support
 - f. Whole School & Leadership Support
 - g. GP Phone & Video Consultations
 - h. Cancer & Chronic Illness Support
 - i. Private Medical Operations
 - j. Staff Wellbeing Clinics
- We are conscious that the Academy needs to support employees with the cost of living crisis and one of the ways we do this is by offering every employee the 'Bike to work scheme'.
 - Where required we link with NHS and private companies to offer Occupational Health referrals that support you as an employee within the workplace
 - We are fortunate to be able to offer free staff car parking
 - Severndale social is an area that will be expanding rapidly with employee benefits such as reduced membership costs at local gyms and holding a staff raffle twice a year to show our appreciation of staffs hard work.

The above job description does not define in detail all of the duties and responsibilities of the post in question. It may be necessary to re-evaluate areas of responsibility. After due consideration and discussion areas may be amended in consultation with the Principal.

The Learning Community Trust is committed to safeguarding and promoting the welfare of Children and young people. All post holders are subject to an enhanced DBS check (including a check on the children's barred list) for the successful applicant. References will be checked following the Learning Community Trust recruitment and selection process. We are committed to equality and diversity and follow the Safer Recruitment practices as set out in the Statutory Guidance - Keeping Children Safe in Education.

For more information regarding our schools commitment to safeguarding, please see our website for our school policies - <https://severndaleacademy.co.uk/our-school/policies/>



PERSON SPECIFICATION - Teaching Assistant

ATTRIBUTES	ESSENTIAL	DESIRABLE	ASSESSED
Qualifications	<ul style="list-style-type: none"> A passion for wanting to work within a special school setting and supporting the Severndale vision 	<ul style="list-style-type: none"> NVQ Level 2 and/or 3 Teaching Assistant qualification or equivalent GCSEs grades 9 - 4 (A* to C) in English and Maths 	A, I
Work experience and desired vocational training	<ul style="list-style-type: none"> Employment that demonstrates strong working relationships 	<ul style="list-style-type: none"> Relevant experience working in Mainstream School working with Children with Special Educational Needs Some experience of classroom administration support Experience of working in a Special School with Children with Special Educational Needs 	A, I, R
Other relevant experience and/or interests		<ul style="list-style-type: none"> Good knowledge of school-based education 	A, I
Special(ist) knowledge		<ul style="list-style-type: none"> Team Teach, Makaton, Moving & Handling 	A, I
Job related personal skills	<ul style="list-style-type: none"> Motivated Punctual Ability to relate well to children, staff, and parents Work on own initiative 		A, I
Special Working Conditions	<ul style="list-style-type: none"> Flexible approach to working environment. Ability to meet the physical demands of the post Ability to bring to the role, initiative, enthusiasm, and commitment 	<ul style="list-style-type: none"> Undertake training in Restrictive Physical Prevention (Restraint) 	A, I

Method of Assessment: (A) application form, (I) interview, (R) reference