

JOB DESCRIPTION

ASSISTANT YEAR LEAD – NON-TEACHING

Salary Scale – Band 5 SCP 18

Reporting to the Assistant Head Teacher

Overall Objectives of the Post:

Working under guidance: provide support in addressing the needs of students who need particular help to overcome barriers to learning.

Provide support and interventions to students. You will:

- Provide pastoral support to students, using positive relational practice.
- Attend to students' personal needs and provide advice to assist in their social, health & hygiene development.
- Support provision for students with special needs.
- Be willing to obtain a First Aid at work qualification.
- Establish productive working relationships with students, acting as a role model.
- Develop 1:1 mentoring arrangements with students and provide support for distressed students.
- Provide information and advice to enable students to make choices about their own learning/behaviour/attendance
- Challenge and motivate students, promote and reinforce self-esteem.
- Provide feedback to students in relation to progress, achievement, behaviour, attendance etc.
- Deliver cover lessons for staff absence to promote good behaviour across year groups.

You will provide support for the Year Lead/Year Coordinator. You will:

- Liaise with other schools and other relevant bodies to gather student information.
- Support students' access to learning using appropriate strategies, resources etc.
- Work with other staff in planning, evaluating and adjusting learning activities as appropriate.
- Be responsible for keeping and updating records as agreed with other staff, contributing to reviews of systems/records as requested.
- Assist in the development and implementation of appropriate behaviour management strategies.
- Establish constructive relationships with parents/carers, exchanging information, facilitating their support for their child's attendance, access and learning and supporting home to school and community links.

- Assist in the development, implementation and monitoring of systems relating to attendance and integration.
- Admin support e.g., dealing with correspondence, compilation/analysis/reporting on attendance, exclusions etc., making phone calls etc.

You will provide support for the curriculum. You will:

- Be aware of and appreciate a range of activities, courses, organisations and individuals to provide support for students to broaden and enrich their learning.
- Deliver lessons when cover is required.

You will provide support for the school. You will:

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and support difference and ensure all students 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 students.
- Attend and participate in regular meetings.
- Participate in training and other learning activities as required.
- Recognise own strengths and areas of expertise and use these to advise and support others.
- Supervise students on visits, trips and out of school activities as required.

All employees have a responsibility to undertake training and development as required. They also have a responsibility to assist, where appropriate and necessary, with the training and development of fellow employees.

All employees have a responsibility of care for their own and others' health and safety.

The above list is not exhaustive and other duties may be attached to the post from time to time. Variation may also occur to the duties and responsibilities without changing the general character of the post.

PERSON SPECIFICATION

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We shall be looking for applicants who can fulfil the following criteria:

Educational Attainment

	Essential	Desirable	Source A- application I - interview R – references C - Certificates
RQF 3 or equivalent qualification or experience in relevant discipline e.g. teaching assistant	Y		A, I, C
Minimum of GCSE Pass 4 or above in English and Maths or equivalent	Y		A, I, C
Evidence of further training/development		Y	A, I, C
First Aid at work qualification or willingness to obtain	Y		A, I

Work Experience

	Essential	Desirable	Source
Experience of working with young people, with proven experience of understanding behaviour, attendance and attainment	Y		A, I, R
Experience and evidence of advancing the knowledge and learning of students	Y		A, I, R
Experience of working with or caring for children of a relevant age	Y		A, I, R
Experience of working with Children with Special Needs		Y	A, I, R

KNOWLEDGE / Skills / Aptitudes

	Essential	Desirable	Source
Effective use of ICT to support learning	Y		A, I, R
Use of other technology equipment – e.g., whiteboard	Y		A, I, R
Understanding of relevant policies/codes of practice and awareness of relevant legislation	Y		A, I, R
Ability of self-evaluate learning needs and actively seek learning opportunities	Y		A, I, R
Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these roles	Y		A, I, R

Disposition

	Essential	Desirable	Source
Ability to relate well to children and adults	Y		I, R
Committed to the principles of equality and diversity	Y		I, R
Flexible approach to work	Y		I, R
Motivated and supportive of out of hours activities which support students and parents	Y		I, R
Open to innovation and new ways of thinking		Y	I, R

Circumstances

	Essential	Desirable	Source
Excellent attendance and punctuality record	Y		A, I, R
Enhanced clearance from the Disclosure and Barring Service	Y		A, I, R

Safeguarding

	Essential
The post holder will require an enhanced DBS	Y