



## **1:1 Teaching Assistant (0.84 FTE)**

**December 2018 start**

**Salary £16,995 pro rata (37 hours - Term time only)**

**Actual salary - £14,275.80**

This is a term-time only post. A full time Teaching Assistant will generally be employed for 37 hours per week for 44.09 weeks per year (term times plus one additional week to allow for some holiday-time working, plus 5.9 weeks of paid holiday pro rata). This is equivalent to 0.84 FTE.

### **About our school**

Steiner Academy Bristol is a state-funded Steiner school in an urban area. We currently have 372 pupils across nine age groups. We have Kindergarten (Reception and Year 1 combined age group classes), Lower School Classes 1-5 (Years 2-6) Middle School Classes 6-8 (Years 7-9) and Upper School Class 9 (Year 10). We will be an all-through school (ages 4-16) and by 2022 the school will have grown to 624.

### **Our ethos and values**

Our vision is for a school in which all children can fully experience the wonders of Steiner education: maintaining childhood; thinking independently, clearly and considerately; observing the world perceptively; and acting with creativity, courage and self-determination.

We are part of a growing group of state-funded Steiner Academies (Hereford, Frome and Exeter) that are building a foundation for Steiner education in the state sector with a commitment to diversity and accessibility. Our school will be accessible to all, regardless of ability to pay.

We are in the process of creating an Umbrella Trust with the other Steiner Academies, to help coordinate work on curriculum development, teacher training, mentoring and career development as well as joint procurement and other services.

You can find out more about our school via our website at <http://www.steineracademybristol.org.uk/>

**Please see the "How to Apply document for full information on how to apply.**

## Job Description- 1:1 TA

- We are currently looking for a Special Needs Teaching Assistant to work on a one to one basis.
- The ideal candidate will have experience working with children with autism with demand avoidant profile and on a one to one basis. One of your main duties will be helping the student make safe choices on the school site and to integrate into their main classroom.
- You will be required to plan individualised work and record progress in line with the EHCP provisions, and provide opportunities for in class and out of class learning. This will involve planning, preparing and delivering learning activities for them, monitoring assessing, recording and reporting on student's achievement, progress and development.
- You will need to have fantastic interpersonal skills and negotiation skills, be willing to work in partnership with parents, and be highly adaptable to changes in planning throughout the day. Including the ability to deescalate anxious behaviour.
- By utilising advanced levels of knowledge and skills when assisting with planning, monitoring, assessing and managing classes and to encourage student to become an independent learner, to provide support for their welfare, and to support the inclusion of all students in all aspects of school life.

### Desirable skills

- Creative, Woodwork or CRAFT based skills, ASC, SEN, SEND, Patience, Engaging, Highly organised, Adaptable.

### Qualifications and experience Required

- First Aid,
- GCSE Maths and English C or above
- Safeguarding
- Experience working with SEN or ASC profile.
- Relevant experience working in a school based setting

### **Main responsibilities of the post**

- To support an individual student as directed.
- Provide written observations of the children's learning as part of a child's assessment
- Assess the needs of students and use detailed knowledge and specialist skills in maths and english to support students' learning
- Motivate and progress students' learning by using clearly structured, interesting teaching and learning activities according to the Steiner curriculum and their EHCP
- Actively seek information regarding, and utilise, the range of activities, courses, organisations and individuals to provide support for students to broaden and enrich their learning.
- Provide objective and accurate feedback and reports as required on student achievement, progress and other matters, ensuring the availability of appropriate evidence.

- Establish productive working relationships with students, acting as a role model and setting high expectations
- Promote the inclusion and acceptance of all students within the classroom
- Support students consistently whilst recognising and responding to their individual needs
- Encourage students to interact and work co-operatively with others and engage all students in activities and provide opportunities for inclusion and integration for student.
- Promote independence and employ strategies to recognise and reward achievement of self-reliance
- Provide feedback to student in relation to progress, achievement, behaviour etc.

### **Further duties will include**

- Providing a point of contact with parents.
- Assisting with and attending some parents' evenings as required.
- Attending SEN team meetings and other staff meetings as required
- Participating in work, study and INSET days as required.
- Contributing to school events and festivals throughout the year.

### **Support for the Curriculum**

- Deliver learning activities to student within agreed system of supervision, adjusting activities according to student responses/needs.
- Select and prepare resources necessary to lead learning activities, taking account of students' interests and language and cultural backgrounds.
- Advise on appropriate deployment and use of specialist aid/resources/equipment.
- Implement agreed learning activities/teaching programmes, adjusting activities according to student responses/needs.
- Determine the need for, prepare and use specialist equipment, plans and resources to support students
- To liaise with the relevant pastoral leaders
- To undertake other duties appropriate to the post that may reasonably be required from time to time.

## **Person Specification**

### **Essential**

- Proven work experience with children in a relevant secondary setting including experience of supporting children with additional needs
- Have good literacy and numeracy skills (GCSE C or above)
- Be an outstanding Practitioner
- A commitment to the ethos of our school as a Steiner Academy
- An understanding of the Steiner-Waldorf approach to teaching and / or a willingness to learn and

develop their understanding of teaching practice

- Be able to motivate and inspire children
- A demonstrable commitment to effective professional development and ongoing learning
- Be forward thinking, highly organised and proactive in their approach
- Be able to work well as a member of a team and under their own initiative.
- Ability to deal with challenging behaviour.
- Have high expectations of all children and be committed to inclusion
- A flexible and positive attitude to work
- Have excellent communication and interpersonal skills with children, parents and colleagues
- Have experience of using ICT for assessment procedures
- Willingness to undertake an enhanced DBS check
- Permission to work in the UK prior to being selected for interview

### **Desirable**

- Relevant qualifications or training around SEN LSA work.
- Current First Aid Certificate
- Practical or craft skills- especially woodwork
- Approved child protection training

Proof of all qualifications will be required prior to an appointment being offered.

### **Safeguarding Children**

The academy is committed to the safeguarding of the children in its care. To this end all employees undergo pre-employment checks including references, a check of any relevant qualifications, photo and address identification. All posts in an academy are deemed to have a high degree of contact with children and are, therefore, exempt from the Rehabilitation of Offenders Act 1974. An enhanced disclosure will be sought through the Disclosure and Barring Service as part of the pre-employment checking process.

### **Additional Information**

All employees need to confirm their right to work in this country, or seek sponsorship to work via the academy, where appropriate. Steiner Academy Bristol and its Governing Body are committed to ensuring consistency of treatment and fairness, and will abide by all relevant equality legislation.

This is a job description only and is not necessarily a comprehensive definition of the post. It may be subject to modification or amendment, after consultation with the post holder.