

We Are Hiring

TEACHING ASSISTANT

(BANK OR SALARIED)

Creativity

Holistic Education

Open-Mindedness

Individuality

Location:	South School - SE1
Responsible To	Teaching and Learning Officer
Hours:	Full time or part time - Minimum 3 days per week Monday - Wednesday - 8.30am - 4.30pm Thursday - 8.30am - 6.00pm Friday - 8.30am - 4.00pm
Salary:	From £23,700 FTE or £97.00 per day

Role Summary:

All TCW teachers are responsible for delivering education to small groups of students or individual students using creative approaches to help them reach their academic potential. The students are referred to us for a variety of reasons which mean they are not able to access mainstream education. Reasons for this include students with SEN, medical needs or those that have been permanently excluded.

The Complete Works School is looking for enthusiastic and committed teachers with different specialisms to join our outstanding team. The appointed candidate will be well supported by excellent induction/training programmes and an extensive bank of resources and schemes of work.

This role will be supporting students 1:1 in their lessons or working alongside the class teacher with a small group of students. This role can be based on or offsite or a mixture of the two. It will also involve assisting students with travel, support on trips as well and general adhoc duties to assist with the running of the centres.

Responsibilities:

TCW TA Responsibilities:

1. Support a student learning 1:1 with Special Educational Needs
2. Support the class teacher with a small group of students
3. Working with your assigned student/s to meet their targets and manage their behaviour effectively
4. Read the supplied background history of any assigned student taking particular note of their needs
5. Attend an initial meeting for new students where possible and attempt to engage with the student making them feel comfortable in your presence
6. Assist the teacher with individual risk assessments for the student reflecting their history and what you have learnt from them at the initial meeting. Visit any spaces where the education is due to take place and consider those environments within the risk assessment. Write further risk assessments for any trips or activities
7. Read, and where necessary discuss with the Curriculum team and assigned teacher, the Individual Education Plan (IEP) and ensure you understand and follow the agreed curriculum for the student
8. Support the teacher with their lesson plans
9. Where required, assist students in accessing the site through travel
10. Contact parents/carers of non attending students
11. Report non attendance to Education Coordinators
12. Help assist the teacher to teach specific programmes of study and where appropriate deliver qualifications (e.g. Entry level, Functional Skills, GCSE and Unit awards)
13. Assist the teacher to ensure assigned students are entered for the agreed qualifications and exams for the subjects you deliver in a timely manner with the exams officer
14. Ensure the administration and marking of evidence submitted for qualifications you help teach
15. Sign in and fully utilise the Ariel app as directed. This includes checking in, recording the students' attendance, checking out, scoring progress and engagement, writing a session report and submitting for every session and student you are timetabled for
16. Approve weekly timesheets at the end of each week as directed by the finance team.

17. Educate students in accordance with the school's ethos of learning through creativity
18. Help assist the teacher mark, assess, track and document your students' progress in line with school policy
19. Assist in Improving students' skills in literacy and/or numeracy and build their confidence through creative and academic learning
20. Assist in developing and creating new interesting resources for delivering lessons
21. Keep in regular contact with the education team through e-mail, text and/or conversation regarding a student's education and welfare
22. Arrive in time to start sessions at the agreed time and location. Report any issue immediately to the education team and students/their families
23. Transfer between working offsite and onsite as required by the education team
24. Be prepared to cover other Teaching Assistant sessions as required
25. Be well presented and polite during work time, especially when meeting students, parents, staff and professionals
26. Meet with professionals connected to your student(s) and attend educational reviews to discuss the progress and needs of students as required with an assigned teacher
27. Help assist to provide pastoral care of your students and providing day-to-day discipline sanctions and rewards
28. Be responsible for your own expenses, including completing expense forms in a timely manner
29. Report to the Designated Safeguarding Lead any safeguarding concerns that arise, record them on MyConcern and follow any tasks set in a timely manner
30. Communicate any other concerns regarding students to the education team through emails, phone calls or in-person in a timely manner
31. Keep an open dialogue each day with the teachers, learning support and/or TAs onsite, as to the progress of the students. Ensure these are in line with the relevant progress tracking sheets and that any deadlines are met.
32. Help conduct baseline and half-termly assessments, in line with the school policy, to help track the students' progress
33. Help write detailed half-termly/end of assignment reports and any other interim reports using good English and following all requested deadlines
34. Prepare for and be supportive of lesson observations
35. Liaise with the Teaching and Learning team if you require additional support
36. Work in line with the TCW Teacher Standards in Teaching and Learning, Professionalism and Creativity
37. Attend termly appraisal/observation feedback sessions, these are likely to take place after school
38. Lead, contribute or attend all weekly TCW training sessions/meetings as required including completing tasks and providing evidence of understanding to be put forward for certification of completion
39. Be prepared to transfer between working offsite and onsite as required by the Education team.
40. Model outstanding practice as Teaching Assistant for other staff in the school.
41. Adhere to the health and safety standards in the centres and report concerns to the Health and Safety Officer and Onsite Leader where appropriate.
42. Help supervise and guide students through break and lunchtimes.

Person Specification:

Essential:

- Qualifications: GCSE in Maths/English/Science at C or above.
- A Levels or equivalent
- Experience in a school setting.
- Share a vision to inspire, motivate and support students, staff and parents/carers.
- Accuracy and high levels of attention to detail.
- Ability to work alone and with initiative
- Excellent organisational and planning skills and ability to multitask.
- Adaptable and flexible approach to work.
- Willing to embrace change and challenge processes to improve efficiency.
- Able to manage workloads and priorities and work under pressure.
- A team player who is able to develop effective relationships with the team and work in partnership with others.
- Excellent written and verbal communications skills.
- Good administration skills
- Good knowledge of Microsoft Office packages, Gmail, Google Drive, etc.
- Good numeracy and written English
- Personable, professional and courteous in manner
- An enthusiastic, positive and proactive attitude to work
- Able to manage stressful environments
- Able to be discreet and loyal
- Able to handle confidential material

Desirable:

- A knowledge of SEN/behavioural students.
- Degree or Equivalent if wishing to progress onto a teacher role
- A knowledge of safeguarding matters
- Experience of working in a creative environment
- Experience of working in a charity

The job description is not an exhaustive list and there may be times when the Executive Headteacher or Headteacher will require certain tasks to be undertaken that may not be listed here. These will always fall within the policies and procedures of TCW and within the remit of what may be expected in your role. There will always be a discussion between all parties on whether the successful candidate feels they can manage these extra tasks.

Extra Information:

This is a salaried or casual position. Casual contract workers are paid for the assignments that they complete.

The working hours are based on 8.30-4.30 with some planning, preparation, reports, admin and meetings taking place outside of these hours. TCW reserves the right to hold meetings, social events and performances after these hours, which you would be expected to attend. This includes weekly Tuesday and Thursday training sessions, which finish at 6.00pm, the TCW showcase and the Student Awards event, which finish at 8.00pm. Dates are provided at the beginning of every new academic year.

This role will be directly managed by the Teaching and Learning Officer for the area to which the role is assigned. Performance reviews will happen at least once a term. It is expected that all successful candidates will follow the policies and procedures of TCW at all times and conduct themselves in a manner that is deemed acceptable and appropriate by the CEO of TCW in accordance with the staff handbook.

All teachers and members of management will be required to meet the Ofsted criteria of good and always aim for outstanding as depicted in the Ofsted guidelines. Staff will be required to attend extra, unpaid training if they do not meet the criteria for good.

Salaried TA role only

The salaried TA role is only expected to work during term time with the exception of an additional 10 specified, out-of-term, office days (dates TBC in advance of the commencement of the school year or upon request). Official leave is 20 days per annum (to be taken out of school time) plus bank holidays, however, the rest of the school holidays staff are only expected to work from home to the degree required to meet their duties though should be contactable as required. This role may also be entitled to up to 5 days unpaid term-time leave per annum, to be taken in blocks of no more than 2 days at the discretion of the Headteacher.

THE POST HOLDER WILL BE SUBJECT TO AN ENHANCED DISCLOSURE AND BARRING SERVICE (DBS) CHECK

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk. We expect all staff and volunteers to share this commitment.