

JOB DESCRIPTION

Job title:	Teaching Assistant	AAT Grade: E	Points 7 - 11
Reports to:			
Team Leaders/SEND/CO/SLT			

Main job purpose

To work with teachers to organise and support teaching and learning activities for students. The primary focus is to undertake specialist work with individuals and groups under the direction and supervision of a qualified teacher.

To assist the SENDCO in the provision of a stable, caring and supportive learning environment, that enables students to achieve their full learning potential and facilitates their personal, social and moral development.

Main responsibilities and duties

- Plan, prepare and deliver specified learning activities to individuals, small groups and/or classes, modifying and adapting activities as necessary under the direction and supervision of a teacher.
- Assess, record and report on student development, progress and attainment.
- To liaise with the teacher to complete the Teacher/TA Agreement for each group.
- Regularly check student passports and update if necessary, to include Student Voice updates.
- Liaise with the wider staff body and provide information about students as appropriate.
- Use teaching and learning objectives to plan, evaluate and adjust lessons/work plans as appropriate, within agreed systems of supervision.
- Assess the needs of students and use your knowledge and specialist skills to support their learning.
- Support students with their social and emotional well-being.
- Be responsible for students who are not working to the normal timetable.
- Invigilate exams and tests, after receiving the appropriate training.
- Support cover staff during cover lessons, in the absence of the regular teacher.
- Be present in the corridors during all transitions.
- To support communication needs and SRP students, within mainstream classrooms.
- To support individual students with learning and with managing their levels of agitation. ● Perform break/lunch duties as required and attending regular meetings.
- To discuss and follow the PTA's/other senior staff plan for the lesson/day/week/term/unit of work.
- To develop, maintain and apply knowledge and understanding of students' general and specific learning needs and to ensure that support is given to them at an appropriate level.
- To support and direct literacy and numeric tasks, clarifying and explaining instructions within a classroom setting.
- To focus support on areas needing improvement, both academic and social.
- To support the inclusivity of students with SEND.
- To establish effective working relationships and set a good example through their presentation and personal/professional conduct.
- To undertake routine administrative tasks as required, this could include preparing work and helping with displays.
- To assist with the general management and organisation of students and resources/equipment which relate to the support of our students.
- To assist with the planning, organising and supervising of any educational visits and outings.
- Under the direction of the class teacher/other senior member of staff, to prepare the classroom and associated areas for use, including preparing materials and setting out equipment etc and keeping classrooms/associated areas tidy.
- To make up and maintain resources.
- Attend and contribute to school staff meetings and in-house training within school hours or outside normal working hours with prior agreement.
- To provide support either through practical activity or through invigilating students undertaking examinations at the school.
- To work with and support individuals' students or groups of students on specific activities set by the teacher, such as reading, writing, practical, creative, physical, recreational activities and environmental studies.

Other:

- Respect any and all confidential information.
- Undertake such other duties as may be required from time to time commensurate with the level of the post as determined by the Principal. The particular duties and responsibilities attached to the post may vary from time to time without changing the general character of the duties or the level of responsibility entailed.
- Comply with all decisions, policies and standing orders of the school; comply with any relevant statutory requirements, including Equal Opportunities legislation, the Health and Safety at Work Act and the Data Protection Act.
- Have a commitment to Child Safeguarding, to promoting the welfare of children and young people in accordance with the school's agreed procedure, and to meeting the five outcomes of Every Child Matters.
- Promoting and safeguarding the welfare of children and young people in accordance with the school's Safeguarding and Child Protection Policy.
- Be able to work alone or as part of a team
- Undertake training, update or review sessions as required.
- Supervision of all students on the school premises during the break times, before and after school as & when directed, both in the school buildings and grounds. This can involve supervision of children before, during and after they have eaten their lunch.
- To maintain high expectations in terms of behaviour from the students and to follow the academy's Behaviour Policy. ● To ensure the safety of students at all times
- To liaise with other members of staff and parents
- To be a point of contact and communication between parents and teacher/school when necessary. ● To show a record of excellent of attendance and punctuality.
- To adhere to the Academy's dress code.

Support yourself by:

- Committing to improving your own practice through self-evaluation and reflection
- Following academy policies consistently
- Being organised and keeping appropriate and quality records that will help you to share information quickly and accurately, for example in using academy computer/paper-based systems.

Knowledge & Skills

- The ability to interpret, analyse and disseminate information through a range of different channels to all levels of staff.
- Competent in the use of IT systems.
- Communication, organisation and interpersonal skills.
- Flexibility in working times on occasions
- Recognising your own strengths and areas of expertise and using these to advise and support others.
- To be able to work accurately, under your own initiative and to work in an organised and flexible manner. ● To take part in the Academy's staff development programme by participating in arrangements for further training and professional development.
- To engage actively in the Appraisal process

Supervision and Management

- The post holder has no management responsibility. The post holder may also be required to provide some on-the-job training for new recruits.
- The post holder will be expected to work for substantial periods unsupervised and to organise own workloads and priorities.

Problem Solving and Creativity

- To deal with changing and conflicting deadlines and frequent interruptions to work on a day-to-day basis.

Key Contacts and Relationships

- Close contact and consultation with all levels of staff within the school, the Trust and external bodies.
- Liaison with relevant staff from other schools within the trust as needed.

- Maintain regular contact with your line manager/SLT Link. Assist in providing information for the making of reports to the Trust.
- The post holder will have contact with other staff members, students and parents.

Decision Making

- Know when to seek help and advice.
- To establish and maintain clear systems and rationale
- Work to set deadlines and to prioritise your own workload.

Working Environment

- Working throughout the split site on more than one floor and in more than one building.
- General office equipment – to include access to a computer, printer, photocopier, fax, telephone etc. • Working in different rooms when supporting students in either classroom or intervention sessions.
- Subject to frequent periods of lone working
- Travel to other AAT sites when required to assist other Academies as and when requested by the Trust.

Job description prepared by:	HR/SLT
Date:	June 2026

This list of duties is not intended to be exhaustive but simply highlights a number of the major tasks of the post. The post holder may be required to undertake additional duties which might reasonably be expected of him/her and which form part of the functions of the post.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Following consultation with you, this job description may be changed by Management to reflect or anticipate changes in the job, which are commensurate with the salary and job title.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.