



Job Description

POST:	Teaching Assistant
RESPONSIBLE TO:	Faculty Leader
SALARY:	NJC points 7-11
LOCATION:	Oasis Academy Oldham
WORKING PATTERN:	8am to 4pm Full Time, term time plus 1 week
DISCLOSURE LEVEL:	Enhanced

JOB PURPOSE: To be responsible for ensuring the best progress of all pupils in the faculty area and to ensure the appropriate support is in place; with particular emphasis on the most vulnerable cohorts of pupils including EAL, LAC, Gateway and pupil premium students.

SPECIFIC RESPONSIBILITIES:

- A. To track and monitor progress and ensure the needs of the pupils are identified and interventions put in place as appropriate.
- B. To track the progress and attainment of key cohorts of pupils within the faculty in collaboration with FL and key stage leader.
- C. To liaise with FL/KS lead following AP points to identify where individuals or key groups require additional intervention
- D. To work closely with KS3/4 Progress Leaders and Pastoral Leaders through the Head of Faculty
- E. To understand and support the needs of EAL pupils and other vulnerable groups such as LAC.
- F. To be responsible for ensuring that differences are diminished in terms of attainment through the choice of interventions.
- G. To be able to demonstrate the impact of interventions and their purpose.
- H. To be able to work strategically to make the best use of time and resources to ensure an improvement in progress.
- I. To be able to liaise effectively with pupils, parents and all staff.
- J. To be able to plan and implement well –organised interventions before, during and after school.
- K. To be flexible and adapt quickly and effectively to the changing needs of pupils.
- L. To work with other key staff to ensure that the needs of pupils are met.

Core Duties

- To be an outstanding role model
- To embody excellence
- Establish and actively promote a positive identity and ethos for the academy at all times
- To set an example of an outstanding practitioner
- Establish a culture that celebrates and promotes academic and wider achievements which will enable all students to become effective, enthusiastic, independent learners
- Play a significant role to ensure the performance of the academy is in line with and when possible, exceeds all targets for continuous improvement and becomes a model for excellence.
- Develop links with other academies locally and across the family of Oasis academies
- Continually work in a highly collaborative way with colleges across the academy

Safeguarding children and young people

Oasis Community Learning is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.

Other Duties

1. The post holder will be subject to performance objectives agreed annually.
2. To cover a lunchtime duty point every day as directed
3. The post holder is expected to carry out such other duties as may reasonably be assigned by the Principal.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

Person Specification

Our Purpose

Oasis Academies exists to provide a rich and balanced educational environment which caters for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our students as well as to provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a 'can do' culture which nurtures confident and competent people.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• At least to GCSE grade C or equivalent in maths and English• First Aid at work qualification or willingness to undertake training• Evidence of commitment to continued professional development• Good levels of numeracy and literacy	
Experience, Skills and knowledge	<ul style="list-style-type: none">• Understanding of different types of pastoral support available to students• Good literacy, numeracy and ICT skills• Good organisational skills• Ability to encourage learning by building positive relationships• Good interpersonal skills with the ability to liaise effectively with other staff• Calm and adaptable with an ability to work within a flexible and busy environment• High level of discretion and confidentiality• High expectations of behaviour and ability to challenge without confrontation• Commitment to safeguarding and promoting the welfare of children and young people	

	<ul style="list-style-type: none">• Willingness to undergo appropriate checks, including DBS checks• Motivation to work with children and young people• Ability to form and maintain appropriate relationships and personal boundaries with children and young people• Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline• Having a wiliness to demonstrate commitment to the values and behaviours which flow from the Oasis Community Learning ethos	
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