

# Job Description



<b>Job Title</b>	<b>1 to 1 Classroom Support Assistant</b>
<b>Grade &amp; Salary</b>	Support Staff Points 20 – 25 £21,800 - £25,129
<b>Reporting to</b>	Assistant Headteacher
<b>Contract Type</b>	Permanent - 40 hours per week over 39 weeks (term time only)
<b>Responsible for</b>	Supporting teaching and learning

## Key Duties and Responsibilities

To provide dedicated one-to-one support for a pupil with complex learning, emotional, and behavioural needs, ensuring their successful engagement with the curriculum, regulation within the school environment, and personal growth.

### Key Responsibilities:

#### Personalised Pupil Support

- Provide continuous, one-to-one classroom presence, ensuring constant guidance, support, and supervision.
- Implement strategies from the pupil's Individual Development Plan (IDP) in collaboration with teachers and the ALNCo.
- Deliver consistent, firm but compassionate verbal prompts, helping the pupil remain focused and engaged.
- Observe the pupil closely to identify emotional arousal or early signs of dysregulation and implement de-escalation or redirection strategies as necessary (e.g., taking a walk, using reward systems).

#### Behavioural and Emotional Regulation

- Apply proactive, positive behaviour management strategies with a strong understanding of emotional and behavioural triggers.

- Redirect disruptive behaviours using calm, clear, and short instructions, with a focus on praise and constructive redirection.
- Avoid reinforcement of behaviour known to trigger dysregulation , and promote socially appropriate alternatives.
- Facilitate structured breaks and tailored incentives (e.g., end-of-week rewards like Xbox time or McDonald's breakfast).

### **Learning and Inclusion**

- Support the pupil in developing independence while maintaining a regulated and inclusive learning experience.
- Adapt classroom materials and tasks to the pupil's learning level and pace.
- Celebrate and reinforce progress with frequent, specific praise to promote self-esteem and motivation.
- Sit directly next to the pupil throughout all classroom activities to maintain consistent presence and support.

## **Qualifications, Skills, and Experience**

### **Essential:**

- Proven experience supporting pupils with complex ALN needs, ideally in a one-to-one capacity.
- Strong understanding of IDPs, ACEs, and emotional regulation techniques.
- Excellent communication and observational skills to liaise effectively with teachers, parents/carers, and specialists.
- High level of patience, empathy, and resilience in managing challenging behaviour calmly and consistently.

### **Desirable:**

- Training in positive handling or restrictive physical intervention.
- Knowledge of attachment-informed and trauma-informed practices.

### **Personal Attributes:**

- Exceptional patience and emotional resilience.
- Strong commitment to inclusive, child-centred support.
- Ability to be firm yet nurturing, clear yet compassionate.

- Skilled at balancing boundaries, engagement, and emotional support.
- Flexible and responsive to the pupil's dynamic needs throughout the school day.

### Corporate Responsibilities

Bryn Tirion Hall School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment:

- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the school's activities.
- To plan, monitor and review health and safety within areas of personal control.
- To participate in the school's Performance Review and Development process and engage in continuous professional development to ensure that professional skills and knowledge are up to date.
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with pupils, parents/carers, and colleagues.

### Additional Notes

- The job purpose and key statements remain indicative and by no means exclusive. Given the evolving needs of the school, flexibility among staff is very important. All staff may be required to undertake other such reasonable duties as may be required from time to time in line with the grade of their post.
- Bersham Schools Ltd is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be subject to an enhanced DBS check, the cost to be met by Bersham Schools Ltd. It is an offence to apply for this post if you are barred from engaging in regulated activity relevant to children.