

Job Description			
Job Title:	Teaching Assistant 3 (Cover Supervisor)	Job Category:	Support
Hours of Work:		Grade:	BEX07
Responsible to:	Principal/SLT		
Functional Links with:	Pupils, Teachers, Parents, Carers, other agencies / professionals other school staff		
Main Purpose of the Job:			
<p>To work under the guidance of teaching/senior staff and within an agreed system of supervision, to implement agreed work programmes with individuals/groups, in or out of the classroom. This could include those requiring detailed and specialist knowledge in particular areas and will involve assisting the teacher in the whole planning cycle and the management/preparation of resources. Staff may also supervise whole classes occasionally during the short-term absence of teachers. The primary focus will be to maintain good order and to keep pupils on task. Cover Supervisors will need to respond to questions and generally assist pupils to undertake set activities.</p>			
Major Duties & Responsibilities:			
<ol style="list-style-type: none"> 1. Support teachers in ensuring pupils' continuing educational development by use of specialist skills/training/experience and through establishing constructive relationships, assisting with the development and implementation of Individual Education/Behaviour Plans. 2. Support teachers in lesson planning evaluating and adjusting such plans to fostering attractive learning environments to ensure that pupils spend their school life in stimulating surroundings. 3. Support teachers in monitoring and evaluating pupils responses to learning activities through observation and planned recording of activities so that pupils receive the maximum benefit from their education. 4. Implement agreed teaching programmes adjusting as necessary to meet the needs to the pupils thus making effective use of opportunities and resources available. 5. Determine the need for, prepare, and maintain general and specialist equipment/resources required to meet lesson plans/relevant learning activity. 6. Administer and assess routine tests and invigilate exams and undertake routine marking of pupil's work. 			
Job Activities:			
<ul style="list-style-type: none"> • Support pupils consistently whilst recognising and responding to their individual needs ensuring their safety and encourage pupils to interact with others and to engage in activities. Supervise and assist with any toileting or medical needs as required. • Promote independence and employ strategies to recognise and reward achievement of self-reliance, providing feedback to pupils in relation to progress and achievement. • Establish productive working relationships with pupils, and interact with them according to individual needs, promoting the inclusion/acceptance of all pupils. 			

- Acting as a role model and setting high expectations.
- Provide objective and accurate feedback and reports as required, to the teacher on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence.
- Promote positive values, attitudes and good pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their own behaviour.
- Liaise sensitively and effectively with parents/carers as agreed with the teacher within your role/responsibility and participate in feedback sessions/meetings with parents with, or as directed.
- Work with the teacher in lesson planning, evaluating and adjusting lessons/work plans as appropriate to establish an appropriate learning environment.
- Be responsible for keeping and updating records as agreed with the teacher, contributing to reviews of systems/records as requested.
- Provide clerical and administration support for teacher, including administering coursework.
- Implement agreed learning activities/teaching programmes, adjusting activities according to pupil responses/needs.
- Implement local and national learning strategies e.g. literacy, numeracy, KS3, early years and make effective use of opportunities provided by other learning activities to support the development of relevant skills.
- Support the use of ICT in learning activities and develop pupils' competence and independence in its use.
- Help pupils to access learning activities through specialist support.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Undertake planned supervision of pupils' out of school hours learning activities, including school visits and trips.
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- Contribute to the overall ethos/work/aims of the school.
- Attend and participate in regular meetings, training and other learning activities as required.
- Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop.
- Establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of pupils.
- Recognise own strengths and areas of expertise and use these to advise and support others.

Last Updated By:

HR

Date/Time:

May 2020

Person Specification		Essential / Desirable
Qualifications		
Very good numeracy/literacy skills		E
NVQ 3 for Teaching Assistants or equivalent qualification or experience		E
Appropriate first aid training		D
Training in the relevant strategies e.g. literacy and/or in particular curriculum or learning area e.g. bi-lingual, sign language, dyslexia, ICT, maths, English, CACHE etc.		D
Experience		
Experience working with children of relevant age		E
Skills & Abilities		
Working knowledge of national/foundation stage curriculum and other relevant learning programmes/strategies		E
Understanding of principles of child development and learning processes		E
Ability to self-evaluate learning needs and actively seek learning opportunities		E
Ability to relate well to children and adults		E
Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these		E
Effective use of ICT support learning		E
Use of other equipment technology – video, photocopier		E
Knowledge & Understanding		
Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation		D
Last Updated By:	HR	Date/Time: May 2020