

## Job Description

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| <b>Job Title:</b>    | Teaching Assistant     |
| <b>Reporting to:</b> | Senior Leadership Team |
| <b>Location:</b>     |                        |

### Main Purpose

To support students with their learning, wellbeing and personal development so every child has the best opportunity to reach their full potential in a caring, safe and inclusive environment. The Teaching Assistant will work alongside teachers and wider colleagues to provide personalised support, encourage independence and promote positive engagement.

### Key Accountabilities

- Be accountable to the school leadership team for agreed areas of work and responsibility.
- Support teachers in the delivery of lessons and the wider curriculum.
- Support all aspects of pastoral care, student wellbeing and personal development.
- Prioritise safeguarding at all times and follow school policies, including safeguarding and PREVENT.
- Build trusting, respectful relationships with students, treating each young person as an individual.
- Contribute to a caring, collaborative and safe learning environment that reflects Aurora values.

### Key Duties

#### Student Welfare and Safeguarding

- Take responsibility for safeguarding and promoting the welfare of students in line with school policies and training.
- Support students to feel safe, included and ready to learn, using approaches agreed with teaching, pastoral, therapeutic and clinical teams.
- Provide meaningful feedback on student behaviour, relationships, engagement and attitudes.
- Support positive behaviour, adapting responses to changes or escalations in a calm, consistent and respectful way.
- Promote independence, personal development, spiritual, moral, social and cultural development and British values.

- Support personal care needs when required, including toileting, hygiene, dressing, eating and wider health or welfare matters.

### **Supporting Teaching and Learning**

- Implement and, where appropriate, adapt learning activities as agreed with the teacher.
- Reinforce learning concepts, provide further explanation where needed and encourage active participation.
- Arrange and provide resources for lessons and activities under the direction of teaching staff.
- Support the delivery of a broad, balanced and enriching curriculum, including outdoor activities and visits where required.
- Work collaboratively with colleagues, parents/carers and professionals through a transdisciplinary approach.

### **Monitoring, Recording and Development**

- Participate in the planning and evaluation of learning activities.
- Provide feedback on student attainment, progress, wellbeing and engagement.
- Support teachers in monitoring, assessing, recording and reporting student progress.
- Complete documentation accurately, including records relating to incidents, health, behaviour and support.
- Engage in professional development, reflective practice, appraisal and statutory training.
- Contribute positively to the wider life of the school, including community and multi-cultural events.

## **Knowledge, Skills and Experience**

- GCSE Maths and English Language grade 4 or equivalent is essential.
- Working towards a Level 2 award in support work in schools or equivalent is desirable.
- Knowledge or experience of supporting students with SEND, neurodivergence and mental health difficulties is desirable.
- Understanding of safeguarding principles and child protection procedures.
- Ability to support a range of approaches to behaviour, including behaviours that challenge.
- Good numeracy, literacy, communication and IT skills.
- Flexible, adaptable, solution-focused and able to work both independently and as part of a team.

## **Requirements of Role**

- Eligibility to work within the UK and satisfactory Enhanced DBS with barred list checks.
- Ability to meet the physical demands of the role, which can be challenging at times.
- Completion of Team Teach training or equivalent as required by the school.
- Engagement in ongoing training and demonstration of competence.
- Full valid driving licence is preferable.

- Availability and involvement in activities outside the school and school day may be required.

### Aurora Values in this Role

| Aurora Values        | What this means in this role                                                                                                                     |
|----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Caring</b>        | Provide nurturing, individualised support so learners feel safe, valued and well prepared for life in modern Britain.                            |
| <b>Ambitious</b>     | Inspire learners to aim high, build resilience and work towards education, employment and independence outcomes.                                 |
| <b>Collaborative</b> | Work positively with students, families, colleagues and external partners to support social, emotional and life-skill development.               |
| <b>Trusted</b>       | Create safe, supportive environments where learners can take appropriate risks, keep themselves safe, including digitally, and build confidence. |
| <b>Innovative</b>    | Create outstanding, personalised education, adapting approaches so every learner has meaningful opportunities to succeed.                        |

### Additional Information

As part of The Aurora Group everyone is expected to:

- Behave and act in a way which promotes and contributes to the overall aims, values and ethos of The Aurora Group.
- Participate in regular training, supervision, appraisal and development in line with Company policies and procedures.
- Participate in relevant current and new legislative and regulatory activities as required from time to time.
- Demonstrate commitment to equality, diversity and inclusion, ensuring equality of access and treatment in employment and service delivery.
- Promote and follow The Aurora Group Health and Safety Policy and Procedures, ensuring these are implemented effectively.
- Share The Aurora Group commitment to safeguarding and promoting the welfare of children and young adults by applying organisational policies and procedures and attending regular safeguarding training.

This job description provides a summary of the key responsibilities and expectations of the role. It is not intended to be exhaustive and may be reviewed and amended periodically to reflect organisational and

**operational requirements. Performance will be measured against the requirements of this job description and the individual objectives agreed through the appraisal and performance management process.**