Specialist Teaching Assistant

Service	Reporting to	Location	Grade
Learning Support Service	Team Lead / LSS manager	Unity House	2C

About the role

- The role is about contributing towards the delivery of a high quality service to the children and young people of Salford and their families.
- Providing advice and support to schools and settings, governors, young people and parents / carers on matters relating to children and young people, working in consultation with a specialist teacher.
- Completing observations under the guidance of specialist teachers to ensure correct environments and opportunities for learning for all children and young people with Special Educational Needs and Disabilities (SEND)
- Support specialist teachers in the delivery of training around various aspects of provision in schools.
- Offering appropriate support for classroom staff through discussion, resources, and modelling of specific intervention programmes.
- Providing, where appropriate, the opportunity for individual supported work involving specific programmes and interventions in a variety of settings in conjunction with wider stakeholders such as families, pre-school settings and schools.
- Providing opportunity for children and young people to have their say in how they are best supported, and making their voice heard in schools and at meetings.
- Helping to raise attainment, self-esteem and confidence with learning, and encouraging high expectations.
- The service is also supported through staff completing detailed and accurate records for each child / young person, ensuring records are co-ordinated and compiled following service protocols, and that these are up to date, and all necessary correspondence is sent in a timely manner to schools / settings and parents / carers / specialist teachers
- Working in a multi-agency way in conjunction with specialist teachers from LSS, schools, therapists (EPS, Speech and Language, Audiology, Occupational Therapy)
- To attend EHCP annual review meetings and other multi-agency meetings relating to children and young people with SEND where necessary, provide feedback, take appropriate follow-up action and convey recommendations to specialist teachers.

Key outcomes

- You will help ensure that every school works towards demonstrating a culture of high expectations by enabling them to have a greater understanding of SEND and therefore the ability to provide a more appropriate individualised education for all children and young people with SEND
- You will help improve educational outcomes for children and young people at SEN support / at targeted and targeted plus / with an ISP or EHCP
- You will help improve awareness of SEND both at a classroom and whole school level, helping to promote inclusion within mainstream schools
- By supportively challenging schools / classroom staff you will help all children / young people access appropriate educational provision, in the most optimum environment for their needs
- By working closely with other professionals, e.g. Educational Psychologists or Speech and Language Therapists, you will ensure that the appropriate advice / intervention is provided by the appropriate professional, and will contribute to multi-disciplinary school support meetings and annual review of EHCPs
- You will help to improve children's self-esteem, independence and confidence through meaningful discussion and accessing their opinions and concerns, actively involving them in their learning

What we need from you

- To model and demonstrate our values and behaviours.
- Proven technical skills and ability in the role with a record of accomplishment for delivering outcomes
- Ability to work both on own initiative, manage own workload, be proactive and also be part of a team within a dynamic environment
- Excellent communication skills, to be able to work effectively with a wide variety of people, and the ability to build positive relationships based on professionalism and challenge
- The ability to work collectively and collaboratively with colleagues within schools, settings, other agencies and professionals, and the voluntary sector
- Proven experience of working with children / young people with additional needs and their families, whether that is with children / young people with deafness, visual impairment, ASC, or other SEND
- Knowledge and understanding of the SEND code of practice and the underpinning values of the Children and Families Act (2014) and other relevant legislations including safeguarding and child protection
- Confidence to deliver peer-to-peer training on relevant aspects of SEND
- Knowledge of the principles of schools SEN support systems and the ability to work closely with school staff
- Understanding, experience and knowledge of personalisation within a classroom for children / young people with additional needs.

- Knowledge of how different educational settings (early years settings / PVIs, primary and secondary schools and FE settings) operate in relation to children / young people with additional needs
- Evidence of being part of a multi-agency workforce, working in an outcome focussed way
- Experience of working with a variety of computer packages and databases e.g. Microsoft Teams
- Commitment to continued professional development

What we can offer you

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

Online learning
Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

Professional Development
Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on the Institute of apprenticeships website.

Tailored Development

There is opportunity to access a detailed and in depth support and training programme both as part of an induction programme from within the team (and wider LSS) and ongoing to support your knowledge and skill base in relation to working with children and young people with SEND.

A digital organisation

Developing your digital skills
Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the iDea website.

Sharing your digital skills
Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

Our organisation's values

We have four values: Pride, Passion, People, Personal responsibility.

Our four values are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.



Application guidance

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

Role details

Completed by:

Date:

Job code:

Job score:

Date of evaluation: