# TONBRIDGE GRAMMAR SCHOOL JOB PROFILE

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| Job Title:  Job Holder:  Line Managed By:  Pay and Conditions: | Practical Support Assistant  TBC  SENCO  Salary range: TGS3 currently £23,632 - £24,712 fte, actual salary £17,482 - £18,281 pro rata  32 hours over 5 days  Term-time (39 weeks including Academy Days)  Permanent |
| **Job Purpose**  To provide specialist one-to-one support for identified students that:   * overcomes barriers to learning and making progress * promotes independence, confidence and fosters inclusion, high self-esteem, and achievement within a culture of Equality and Diversity * develops opportunities for use of assistive technology * ensures safe navigation of the school environment. | |
| **Key areas of impact:**  **1. Learning Access and Adaptation**   * Liaise with teaching staff to ensure lesson content is accessible and inclusive. * Support the creation of personalised, differentiated resources for individual students. * Modify classroom materials into accessible formats (e.g., large print, audio). * Support students’ progress towards specified targets within their Pupil Profile. * Provide support for assessments, both formal and informal through examination access arrangements. * Research, plan and implement the use of assistive technologies, providing direct student-support and raising staff awareness.   **2. Mobility and Environmental Support**   * Support the needs of students during break and lunchtime and immediately before and after school where required. * Guide the student safely around the school site, including stairs, corridors, and outdoor areas. * Support the development of risk assessments for classroom layouts, practical subjects (e.g., PE, science accessing the school site, school trips, liaising with the Facilities & Estates Manager and SENCO.   **3. Emotional and Social Development**   * Foster the student’s confidence, independence, and self-advocacy skills. * Support social integration with peers and participation in group activities. * Provide consistent emotional support during the transition to secondary school.   **4. Collaboration and Communication**   * Work closely with the SENCO and external specialists. * Maintain detailed records of support provided and progress made. * Attend relevant training and contribute to review meetings and EHCP updates with parents and carers, providing feedback on student progress, attainment and barriers to learning, as directed by the SENCO. * Contribute to the review of the School’s Accessibility Plan.   **Additional Tasks:**   * To play a full part in the life of the school community to support school ethos and to encourage students to follow this example * To actively promote school policy * To ensure personal appearance is consistently smart and professional * To engage fully in staff review and development processes * To demonstrate active commitment to CPD as agreed with the Line Manager | |
| **Knowledge & Skills:**   * Knowledge and personal experience of the School’s curriculum * Safeguarding requirement for working with children * Good literacy and numeracy skills * Good communication and interpersonal skills * Self-confident in dealing with you people * Good behaviour management skills * Good time management * Good organisational skills * Good ICT skills * First Aid training – although training will be provided where necessary * The Data Protection Act and its implications for safe handling of school data | |
| **Experience**   * Experience of working with young people with SEND * Previous work in education | |
| **Personal Qualities**: | |
| * Ability to support students in all areas of the curriculum * Ability to work independently * Ability to use initiative and to motivate * Creative approach to problem solving * Self-confidence * Ability and willingness to be flexible * Willingness to work as member of a team * Commitment to high standards * Understanding the importance of confidentiality * Commitment to the aims of Equal Opportunities | |
| Additional Notes  Whilst every effort has been made to outline the main responsibilities of the post each individual task undertaken may not be identified.  Employees are expected to comply with any reasonable request from a line manager to undertake work of a similar level that is not specified in this job profile.  The School will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.  This job profile is current at the date shown but in consultation with you may be changed by the Head Teacher to reflect or anticipate changes in the job commensurate with the grade and job title. | |

Signed by Post holder………………………………………………….

Signed by Head Teacher……………………………………………...