

TEAM MEMBER ROLE PROFILE – February 2021

Title	Teaching Support Assistant (In Training) NT1	Business: Harlow College Location: Harlow, Essex	
Reports to	Assistant Academy Manager		
ROLE IN CONTEXT	ROLE IN ACTION	NEED TO KNOW	NEED TO BE
<p>Context</p> <p>1. Success To be part of a forward-looking FE college, currently the number one provider nationally for student success and value added. We aim to provide our students with “more than a qualification”, providing them with the skills to achieve 1st class destinations and employment.</p> <p>2. Culture To contribute to a results driven operation in a fast-paced culture where flexibility, hard work and change are the norm and our core values are:</p> <ul style="list-style-type: none"> • Students at the Heart • Work together, achieve together • Be ambitious, build futures • Respect each other, share similarities and celebrate our differences <p>3. People Individuals not numbers, we believe all our people, both staff and students, have the potential to succeed in whatever they set their minds to and, at Harlow College, everything we do is about getting them there.</p> <p>Purpose and Dimensions</p> <p>1. Job Purpose To work alongside direct delivery staff to assess and support the learning needs of students in a variety of settings and off-site locations. To supervise and support students, including those with a range of learning difficulties and / or disabilities, social needs and functional skills needs i.e. Maths & English</p> <p>2. Function's Strategy Contribute to the function's strategy which is part of the Teaching and Learning Strategy</p> <p>2. Key Partners/Relationships: Assistant Academy Manager Head of Delivery Head of Learning and Development ALS Coordinator Students</p>	<p>Core Areas of Responsibility</p> <p><i>The tasks in this role profile are similar to Learning Support Practitioner but as a trainee the post holder is in training to accomplish this role.</i></p> <ol style="list-style-type: none"> To work with teaching staff to agree an appropriate programme of study support for the learner, which might include one to one support or small groups Supporting the teaching staff and support staff with behaviour management and action planning To provide (study) support to the student as appropriate to enable them to fulfil their potential to achieve, including study support (eg making notes, clarifying content) and personal support (e.g. assisting with physical or practical activities, including those outside of the classroom). To assist the teaching staff with preparing resources To provide feedback on learners' progression and participation To support students with induction, job club, revision sessions and work preparation activities. To keep accurate records of (study) support and course documentation provided in line with College systems To assist with the development, preparation and use of learning and study support materials in workshops and resource areas To attend College meetings, staff development events and academy development days as appropriate. To complete your Level 3 Teaching in Schools and College's qualification. Participation in the First Aid Rota. Adhoc duties as required. i.e. invigilation, open evening and enrolment duties <p>Critical Success Factors</p> <ol style="list-style-type: none"> Ensuring that the staffing code of conduct is adhered to at all times To support the learner in achieving their required outcomes Completion of the Level 3 Advanced Apprenticeship framework 	<p>Organisational Capabilities</p> <ol style="list-style-type: none"> Ability to work to the standards and set procedures that come with the necessary scrutiny when working in the public sector but in optimum resource efficient ways so as to minimise delays and over-administration Achieves maximum benefit from limited resources Quickly adapts to change and sees it as an organisational 'norm' <p>Be the Expert (technical knowledge, qualifications, experience, occupational competence & requirements, etc)</p> <ol style="list-style-type: none"> L2 Supporting Teaching and Learning in Schools - preferred Minimum of two D's and two E's in GCSE (C or equivalent in Maths & English) Relevant experience of working with learners with a range of backgrounds and abilities Working knowledge of Microsoft Office including e-mail and internet or ITQ Level 1 Good communications and interpersonal skills Excellent organisational skills Ability to work under pressure, meet deadlines and manage your mental resilience Ability to function effectively within a team Time management and problem-solving skills using own initiative First Aid at work – Desirable but not essential as training will be given 	<p>Competencies (core for all HC team members)</p> <p>1. Learning Orientated</p> <ul style="list-style-type: none"> ➤ Seeks feedback on their own performance from a variety of sources ➤ Shares learning with others ➤ Engages in development activities and achieves tangible progression ➤ Actively seeks to increase/improve knowledge and skills <p>2. Results Focused</p> <ul style="list-style-type: none"> ➤ Meets targets and job-related outputs ➤ Remains focused on the priorities and delivers them relentlessly despite issues that may arise ➤ Resolves issues that affect targets being met <p>3. Quality Minded</p> <ul style="list-style-type: none"> ➤ Can evidence their contribution to the college's Quality Improvement cycle (e.g., SAR/QIP) ➤ Seeks ways to continuously improve the service/productivity of their working area ➤ Notices quality performance in others and offers feedback accordingly <p>Role Competencies (specific to role)</p> <p>1. Communicates with impact</p> <ul style="list-style-type: none"> ➤ Builds positive relationships with the team and beyond the working area <p>2. Resourceful</p> <ul style="list-style-type: none"> ➤ Achieves maximum benefits from limited resources <p>3. Problem Solving</p> <ul style="list-style-type: none"> ➤ The ability to accurately assess a problem effectively and arrive at a speedy, effective solution.

