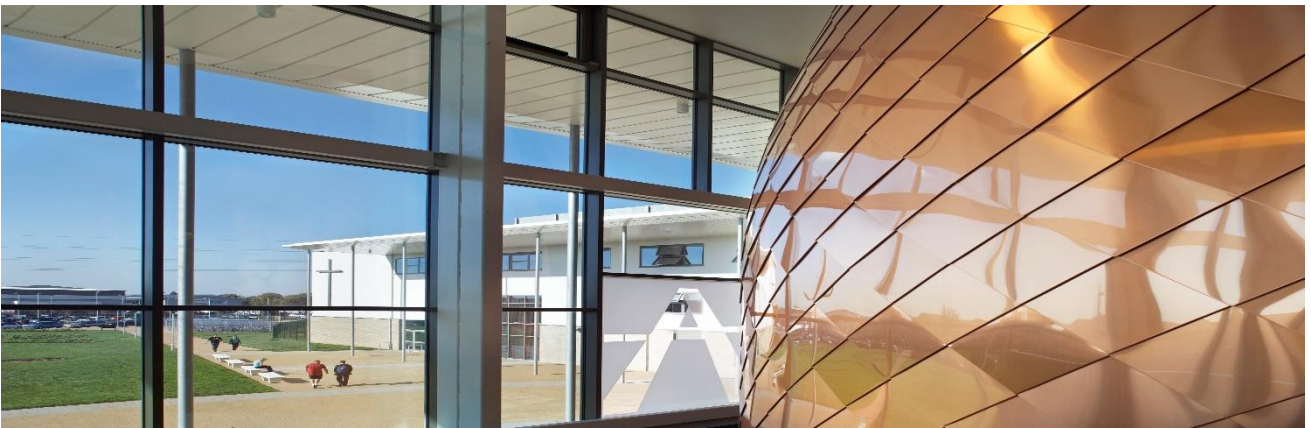




All Saints'  
Academy  
Cheltenham

# Application Pack Health Needs TA



Where every member of our extended family realises their God-given potential, inspired by **John 10:10**. Jesus said 'I have come so you may have life in all its **fullness**'.





All Saints'  
Academy  
Cheltenham



[www.asachelt.org](http://www.asachelt.org)

**All Saints' Academy**, Cheltenham, Gloucestershire.

Principal: Mr Benjamin Williams

### **Health Needs Teaching Assistant**

Start date: As soon as possible

Salary: Support Staff Grade 6, Points 15-20 £27,803 - £30,296 pro-rata (Pro-rata salary range £19,323 - £21,055 per annum)

Hours of work: 30 hours per week/ Term Time plus one week for Inset days

Contract: Permanent

Closing Date: 9.00 am, Monday 02 September 2024

Under the direction of the Senior Leader of Inclusion and Wellbeing, the Health Needs TA will offer a range of in-class and/or withdrawal intervention to an individual student to support access to learning and wider school life, to enable them to reach their full potential.

The role is to support a year 7 student with their health needs in a school environment. You will be expected to monitor SATS and levels of fatigue throughout the day, and the successful candidate will need to support the child to go onto a BIPAP ventilator if needed.

The Child has central hypoventilation. This means the child's breathing must be monitored in the day using a SATS monitor, and visual checks.

The candidate must be confident in working with a child with who has poor respiratory drive and at risk of apnoea events. In addition to this the Child may be at risk of cardiorespiratory arrest and the successful candidate will be required to support and monitor and know what first aid actions to take if required.

This role would work closely and be part of the Inclusion Department. As a school, we can offer you a wonderful staff team, delightful students and the chance to develop your own professional knowledge and expertise through ongoing training opportunities. There will be bespoke training for this role, which will be administered through the NHS, if required.

We are recruiting for a fixed term role initially however this is likely to be extended past the 12 months depending on student requirements. The hours of work will be 8.30 am to 3.20 pm Monday to Friday.

Following another Good judgement, Ofsted reported:

- All Saints' Academy is an inclusive school.
- Leaders and directors have been successful in improving pupils' life chances by ensuring that they have achieved well in recent years.
- Staff hold fast to the school's values and ethos, which unite them in their drive to improve standards.

- There is a clear determination to support pupils and their families to overcome barriers.  
*Ofsted 2018*

Sponsored by the Anglican Diocese of Gloucester, we are an Academy serving at the heart of our local community. All Saints' Academy has a Life Vision, 'Where every member of our extended family realises their God-given potential, inspired by John 10:10. Jesus said 'I have come so you may have life in all its fullness'.

We are an inclusive Church Academy who welcomes applications from all denominations and those of none.

What we offer:

- The Academy is in an attractive new building, within easy access to Cheltenham, Tewkesbury and the M5 with onsite parking (including electric car charge points) and catering facilities
- Entry into the Local Government scheme
- Free access to the onsite gym facility
- Access to our Employee Assistance Scheme
- Excellent CPD opportunities for career progression

The Academy is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Shortlisted candidates will be subject to an online search in line with Keeping Children Safe in Education 2022 recommendations. Successful applicants will be subject to enhanced DBS clearance.

To apply for this role please complete an online application form that can be found on the Academy website [www.asachelt.org](http://www.asachelt.org). If you have any questions regarding this role or wish to visit the Academy please contact Katie Jordan, HR Manager at [hr@asachelt.org](mailto:hr@asachelt.org)

*All Saints' Academy is committed to ensuring that all applicants and employees are given equal opportunities and that no applicants or employees are discriminated against on the basis of gender, gender reassignment, race, disability, pregnancy or maternity, sexual orientation, marital or civil partnership status, age or religion and belief.*

## **Job Description**



Post Title: Health Needs Teaching Assistant

Reporting To: Senior Leader of Inclusion and Wellbeing

### **Key Activities**

#### **Establish and maintain effective relationships with students**

Build positive trusting relationships with students, where they feel supported and able to request help when needed.

#### **Responsible for allowing equal access to the curriculum of a student (or students) with medical needs**

Work with specified student to enable them access to the curriculum and extracurricular activities in line with their peers. This involves, but is not restricted to:

- To meet the health needs of the designated child.
- To recognise and respond to the designated child's health related risks throughout the school day, including maintaining risk assessments and sharing these with relevant people.
- To maintain relevant health related competencies.
- To ensure the school can achieve its core purpose in providing the best possible educational outcomes for all learners.
- To ensure all aspects of safeguarding are fully undertaken in co-operation with all stakeholders.
- To support teaching staff with their responsibility for the development and education of pupils with moderate, severe and/or profound and multiple learning difficulties.
- The post holder will have close professional working relationship with relevant health care professionals.
- The post holder will have close working relationship with the designated child and family; this may include some working in the child's home.
- To assess and monitor the designated child's health needs at all times. These include checking SATS monitor, levels of fatigue and BIPAP.
- To carry out health related tasks specific to the health needs of the designated child. These may include suctioning, skin care, emergency procedures (e.g. replacing a tracheostomy).

- To ensure documentation relating to the designated child's health needs are completed and shared with the relevant people in line with school policy.
- To maintain health related equipment, ensuring it is clean, safe and available at all times.
- To be involved in assessing risks to the designated child undertaking any school related task or activity.
- Use specialist equipment to support communication in lessons.
- Supporting with the organisation of their work and completion of work.
- Adapt lessons and program equipment to meet the needs of the student.
- Implementing support plans
- Accompanying students on educational visits or extra-curricular activities.
- Developing accessibility plans and contributing to whole-school policies
- Working with and acting upon guidance provided by staff and other professionals/outside agencies
- Regular communication with parents/carers
- Deliver 1-1 interventions to support the needs of the student.

#### **Participate in student reviews**

Contribute to discussions and meetings concerning the educational development of students with whom there is regular contact.

#### **Develop and maintain working relationships with other professionals**

Work effectively with teachers, support staff and other professionals, applying own strengths and expertise to contribute positively to the overall aims and objectives of the Learning Support department. Provide effective support for all other members of Academy staff by sharing own knowledge and expertise in a professional and constructive manner.

Take an active role in supporting and developing a culture of team working for the benefit of students', both individually and collectively.

To attend Academy/department meetings to contribute to the discussions about individual students as required and contribute to the development of policies and procedures related to classroom management.

Undertake break time and lunchtime supervision duties when required

Apply the Academy's behaviour and standards policies and report any difficulties via the established procedure.

To take part in enrichment and specialism activities, as may be required.



To promote the acceptance and inclusion of all students, encouraging students to interact with each other in an appropriate and acceptable manner.

### **Accountability**

Ensure appropriate support to staff and students is provided.

Be aware of and comply with policies and procedures relating to child protection, health and safety, security, confidentiality and data protection. Reporting all concerns to the appropriate person.

### **Other Specific Duties**

All support staff will be expected to accept reasonable flexibility in working arrangements and the allocation of duties, in pursuance of raising student achievement and effective team working. Support Staff will also:

- model the ethos and vision for the Academy
- to continue personal professional development as required
- to actively engage in the performance review process
- support whole Academy acts of worship and prayer for the day.

It is important that all staff recognise that they are an integral part of the Academy and have a duty to contribute to its overall effectiveness both within their specific areas and beyond.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to comply with any reasonable request from the Principal to undertake work of a similar level that is not specified in this job description and to undertake all duties reasonably requested by their line manager in a manner consistent with the vision of All Saints' Academy.

The academy 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.

## Person specification



### Health Needs Teaching Assistant

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>English and Maths GCSE Grade C/ Level 4 or above or equivalent</li> <li>First aid trained/be willing to complete.</li> <li>The ability to undertake training related to complex health needs and to be able to use this effectively.</li> </ul>	<ul style="list-style-type: none"> <li>Level 3 qualification relevant to Supporting Children in the Classroom</li> <li>Safeguarding Training</li> </ul>
Skills	<ul style="list-style-type: none"> <li>Experience of providing care to an individual.</li> <li>Ability to remain calm and patient in a variety of classroom and learning situations.</li> <li>Ability to remain calm if child is experiencing respiratory needs.</li> <li>Previous experience of working with young people in a learning environment/or caring for a person with health needs,</li> <li>Able to inspire and support young people.</li> <li>Show initiative and approach challenges with a positive attitude.</li> <li>Able to use data effectively to assess prior attainment and track progress.</li> </ul>	<ul style="list-style-type: none"> <li>Willing to receive training in the following areas: <ul style="list-style-type: none"> <li><i>To support the child to go onto a BIPAP ventilator.</i></li> <li><i>Support child to go on the ventilator if needed.</i></li> <li><i>Monitor child's breathing through using SATS monitor, and visual checks</i></li> <li><i>Monitor respiratory drive and risk of apnoea events</i></li> <li><i>Follow health plan and advise for cardio respiratory arrest and to monitor</i></li> <li><i>Implement correct first aid actions.</i></li> </ul> </li> <li>Previous experience in working with children or adults with medical needs.</li> <li>Experience of working in the health care sector</li> <li>Experience of adapting lessons to meet the needs of the student.</li> </ul>