

Role Profile

Post Title:	Targeted Support Teacher
Date Created:	12th March 2025

ROLE DEFINITION

Responsible and accountable for delivering an enhanced level of targeted teaching support to individuals and groups of pupils.

KEY TASKS AND RESPONSIBILITIES

Corporate Responsibilities

- To deliver an effective education service in accordance with the Council's corporate policies and procedures and relevant strategy provision.
- To understand information management and security issues and work in line with legislation and Council policies and guidelines, ensuring that information is used, shared and managed appropriately.
- To undertake any other reasonably required duties, consistent with duties detailed in Part 2 Section 2 of the SNCT Handbook of Conditions of Service, as directed by the Executive Director or nominee, in addition to the role specific tasks & responsibilities detailed below.

Role Specific Tasks & Responsibilities

- Deliver effective teaching in accordance with the directions of the Head Teacher or other promoted staff.
- Undertake teaching in pursuit of good practice including:
 - A commitment to pupil and parent/ carer focus;
 - The pursuit of continuous improvement;
 - The implementation and evaluation of quality assurance procedures.
- Provide targeted teaching to individuals and groups of pupils who may require support for a variety of reasons such as:
 - Social, emotional and behavioural support;
 - Identified learning needs, for example neurodiversity, dyslexia etc.;



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- English is an additional language;
 - Supporting the learning of refugees;
 - Literacy and numeracy support.
- Where appropriate, prepare pupils for transition to a new stage of their education.
- Participate in professional development to maintain best practice in delivering targeted teaching and share practice with colleagues and parents/carers where appropriate.
- Work in accordance with Council policy and practice relating to Additional Support Needs (ASN) and Child Protection.
- Teach assigned class(es), groups or individuals together with associated planning, preparation and assessment.
- Develop the curriculum in line with national and local guidance.
- Assess, moderate, record and report on the progress of pupils.
- Participate in planning, raising attainment and achievement and reflection on current practice.
- Provide advice and guidance to pupils on issues related to their education.
- Work in partnership with parents, support staff and other professionals to meet the needs of children, young people and families in their learning community.
- Promote and safeguard the health, welfare and safety of pupils.
- Maintain, model and support positive relationships within the school community.
- Assist in the development, implementation and assessment of pupil support plans/learning plans and Coordinated Support Plans as required.
- Undertake appropriate and agreed continuing professional development in line with the Standards for Registration, Professional Review and Development, Professional Update and school improvement priorities.



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ESSENTIAL / DESIRABLE CRITERIA

	Essential	Desirable	Evidence
Qualification and Registration	• GTCS registration • Required to join the PVG Scheme for this type of regulated work	• Professional development in Additional Support Needs related teaching and learning • Other relevant ASN qualifications or accreditation or experience	• Application Form • Interview • Pre-Employment Check
Experience	• Teaching and using a range of teaching strategies • Planning and delivering inter-disciplinary learning • Working with pupils with additional support needs	• Nurture approaches to underpin quality learning and teaching • Teaching pupils with additional support needs at a range of stages • Working collaboratively with other services and agencies for the benefit of young people	• Application Form • References • Interview
** Professional Values and Personal Commitment	• Commitment to Social Justice and inclusive approaches • Willingness to actively develop the ethos of the establishment	• Commitment to and experience of extra-curricular activities • Demonstrate evidence-based practice in relation to supporting inclusion and wellbeing of young people • Demonstrate positive impact of additional	• Application Form • References • Interview



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		support needs interventions Supporting positive and active partnerships within the community	
** Professional Knowledge and Understanding	- Deliver and implement teaching and learning pedagogy with a focus on practice which supports those with additional needs - Willingness to engage in and apply continuous professional learning to improve outcomes for learners - Knowledge of curricular developments to meet the needs of a range of learners	- Knowledge and understanding of policies and practice relating to ASN legislation and GIRFEC principles - Ability to share professional learning to build capacity in wider teams of staff	- Application Form - References - Interview
** Professional Skills and Abilities	- Ability to identify barriers to learning and plan appropriately to meet the needs of all learners - Effective classroom management and organisational skills - Ability to use a variety of media to support learning	- Ability to support learning needs in a child-centred and creative manner in order to maximise the learning potential of all young people - Demonstrable skills in removing identified barriers to learning, building confidence and promoting the	- Application Form - References - Interview



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	and teaching in a range of learners • To demonstrate an ability to form and sustain positive relationships with learners • Ability to work as a member of a team around the child or family • Ability to respond sensitively and appropriately to challenging situations • Participate in moderation activity to sustain consistency in learning and teaching	progress of all learners	
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Please be aware that the successful candidate must be able to travel throughout North Ayrshire (own car/public transport/pool cars etc) for work purposes, meetings, training courses etc.

** The Standards for Registration are actively explored as part of North Ayrshire Council's recruitment and Professional Review and Development (PRD) processes. Further information on the Standards can be found on the General Teaching Council Scotland website (GTCS).

