

Job Description

POST:	EAL Intervention Lead
LOCATION:	Oasis Academy Leesbrook
WORKING PATTERN:	Permanent, Term Time Only (39 weeks including Staff INSET Days) Monday – Friday, 08:00 – 16:00 (15:30 finish one day per week)
RESPONSIBLE TO:	The Principal, under the day-to-day management and leadership of the SENCO
RESPONSIBLE FOR:	Line Management of EAL Teaching Assistants & EAL Learning Support Assistants
KEY RELATIONSHIPS:	Academy Leadership Team; relevant teaching and associate staff; partner professionals; parents; students; local community; other Oasis Academies and Oasis Community Learning central staff.
JOB PURPOSE:	<p>In collaboration with the SENCO, Inclusion Team and other support staff, the post holder supports, plans, prepares and delivers EAL learning to students on a one to one, small group or class basis.</p> <p>The post holder may be responsible for the line management of other support staff and/or lead on a specialist teaching and learning provision.</p>
SALARY RANGE:	SCP 17-21 Pro-Rata Full time equivalent £28,770 - £30,825 Pro-Rated Salary £24,746 - £26514 + plus Local Government Pension Scheme
DISCLOSURE LEVEL:	Enhanced

SPECIFIC RESPONSIBILITIES:

Data, Assessment and Progress

- Maintaining EAL register
- Target setting
- Monitoring impact of provision
- Academic records showing the effort, achievement, progress, and targets set for students.

Teaching and Learning

- Supporting the ethos of the school

- Sourcing and delivering alternative provisions where needed
- Leading and delivering EAL interventions throughout the school at the appropriate level
- Ensuring schemes of work are in place for all levels
- Differentiating curriculum set out by the trust
- Schemes of work reviewed, evaluated, and modified annually, in writing, as appropriate, ensuring continuity and progression.
- Liaising with teachers to ensure that schemes of work in that area are appropriate.
- Review and evaluation of schemes of work to be reviewed annually and modified, in writing, as appropriate, ensuring continuity and progression
- Differentiating lesson material set out by the trust
- Creating/adapting/supplementing material specifically for EAL
- Creating and updating support documents with useful websites, tools and apps to support both students and teachers.

Parental and Community Engagement

- Sending strong messages in terms of valuing first language
- Liaising with families
- Gathering background information
- Developing department initiatives within School and the wider community and being alert to new ideas that will enhance the educational experience of students in your department.

Pedagogy and Practice

- Supporting colleagues with lesson planning
- Regular CPD sessions with EAL TAs
- Learning Walks

Leadership and Management of Department

- Writing an EAL Action Plan
- Maintaining EAL budget
- Feeding back to SLT
- Develop and implement policies and practices for the subject area, which reflect the school's vision, commitment to high achievement, effective teaching and learning and good student behaviour.
- Manage EAL team, monitoring teaching and learning, and oversee target setting to ensure that all students can achieve their full potential.
- Organise and chair regular departmental meetings, where appropriate, with agendas and minutes recorded.
- Ordering resources and equipment for the department within the allocated budget.
- Sourcing and ordering library books which are in line with level descriptors and age appropriate.
- Keeping rooms, equipment and displays well-maintained and cared for.

ORGANISATIONAL RESPONSIBILITIES

Safeguarding children and young people

Oasis Community Learning is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.

- **To work to the best of ability, to be diligent, honest and ethical in the performance of duties and to conduct personal and professional life in a way which seeks to uphold the Oasis Ethos and the Oasis 9 Habits**
- To effectively contribute to our organisational commitment to excellent education at the heart of our communities.
- To be aware of and understand our Equality and Diversity Policy and ensure at all times that the duties of the post are carried out in accordance with the Policy.
- To ensure compliance with all Health and Safety legislation and associated codes of practice and policies.
- Review and develop own professional practice, maintain effectiveness as a member of the academy staff by taking responsibility for own continuing professional development.
- Demonstrate a willingness to engage with further training and other opportunities to gain appropriate skills, knowledge and vocational or academic qualifications.

OTHER:

The above responsibilities are subject to the general duties and responsibilities contained in your Contract of Employment.

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

Signed:

Employee:		Line Manager:	
Print Name		Print Name	
Date		Date	

Person Specification

EAL Intervention Lead

Our Purpose

The vision of Oasis Community Learning (OCL) is to create 'Exceptional Education at the Heart of the Community.'

All our Academies are committed to achieving this vision through developing character, competence and sense of community with every child, providing a rich educational experience that is underpinned by our philosophy of education; inspirational leadership, deep learning and healthy communities.

Oasis Ethos

Our ethos is an expression of our character - it is a statement of who we are and therefore the lens through which we assess all we do. We are committed to a model of inclusion, hope, perseverance, healthy relationships and compassion throughout all the aspects of the life and culture of each Academy community.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Maths and English GCSE grade A* - C / 9-4 or Numeracy and Literacy Level 2 on the NQF or equivalent. • NVQ/VRQ Level 3 Teaching Assistant Qualification or equivalent (supporting teaching & learning) • HLTA status (Level 4) 	<ul style="list-style-type: none"> • TA Foundation Degree • First Aid Certificate
Experience, Skills & Knowledge	<ul style="list-style-type: none"> • The ability to converse at ease with parents/students and members of the public, and provide advice in accurate spoken English' • Considerable experience working as a Teaching Assistant at NVQ Level 3 in a school including large groups and on occasion whole classes. • Experience of leading a team or organizing and overseeing the work of others • Demonstrate passion for and comprehensive understanding of a specialist area of teaching and learning, i.e. Literacy / Numeracy • Demonstrate sound knowledge and understanding of: 	<ul style="list-style-type: none"> • Experience of leading beyond their own classroom in a specialist area of teaching and learning.

	<ul style="list-style-type: none"> ○ Every Child Matters, especially the common core knowledge and skills for working with children and young people ○ Effective child protection and safeguarding practice and procedures, ○ SEND Code of Practice. ● Good IT skills 	
<p>Personal Qualities</p>	<ul style="list-style-type: none"> ● Good organizational skills ● Ability to encourage and motivate learning with high expectations of behaviour ● Good interpersonal skills and the ability to work effectively with a wide range of people across the organisation and external agencies and stakeholders ● High level of discretion and confidentiality ● Reliability, motivation, adaptability and resilience under pressure ● Commitment to safeguarding and promoting the welfare of children and young people ● Willingness to undergo appropriate checks, including enhanced DBS checks ● Motivation to work with children and young people and their families ● Ability to form and maintain appropriate relationships and personal boundaries with children and young people ● Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline ● Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos. ● Willingness to undertake appropriate First Aid training to 	

	contribute to the Academy's First Aid provision.	
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