

CHILDREN LEARNING AND EDUCATION SUPPORT  (Outcomes from moderators review of schools mapping decisions)		Total no of positions (only where schs returned a JFWDS)	(For roles with anomalies i.e mapped higher, lower, not mapped/unique)			Existing grades ranges for these role categories with moderation outcomes																
			No of positions for moderation	No. of schools that highlighted anomalies	No of schools which submitted supplementary information		S1/2	S3	S4	S5	S6	S7	S8	S9	S10							
1	Midday Supervisor/Assistant and Senior Midday Assistant, Supervisor/Leader roles	1447	110	36	12	EG	✓	✓	✓	✓												
						MG	Midday Supervisor	no model role profile provided	no model role profile provided	Senior Midday Supervisor												
2	Teaching Assistant and other LEAD type roles - includes the following 1:1 SEND LSA/TA, Advanced TA, After School Club TA, Assistant SENCO, Bank TA, Behaviour Support Lead, Children & Learning Assistant, Classroom Assistant, Communication Support Worker, ELSA, Emotional Literacy Support Lead, EYFS Learning Support Assistant, Forest school TA, HLTA, HLTA & Leader EAL, HLTA & Leader Lunchtime Supervisor, Intensive Interaction Lead, Intervention Group Leader, Intervention Officer, Intervention Support, Intervention TA, Intervention Tutor, IT HLTA, KS1 Learning Support Assistant, KS4 TA with responsibility for WEX and college, Lead Assistant, Lead HLTA, Lead HLTA VPC, Lead LSA, LSA, Learning Assistant (Centre, Mainstream, 1:1), Literacy Specialist TA, LSA SEN, LSA Leader, Medical Needs Assistant, Nursery Learning Support Assistant. Outreach Assistant, PPA Assistant, PPA Cover, PPA Cover TA, PPA Lead, SEN Assistant, Reading Support Assistant, SEN Learning Support Assistant, SEN Manager, SEN Learning Support Assistant, SEN TA Level 1, SEN TA, SENCO Assistant, Senior HLTA, Senior Learning Support Assistant, Senior TA, SENTA ELSA. Special Education Needs Assistant, Special Needs Classroom Assistant, Special Needs TA, Specialist Learning Support Assistant, Specialist LSA (SEN), Specialist TA for Language & Communication Needs, Specialist TA, Support Needs Assistant, Speech & Language Assistant, Speech & Language Therapist, Speech & Language/SENCO Assistant, Speech & Language Therapist - Clinical Lead, Teaching & Learning Assistant, Teaching & Learning Assistant (EYFS), TA PPA, TA-SEN, Teaching Assistant WRL, Wex, and IAG, Therapy Assistant.	4438	483	111	41	EG	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
						MG	no model profile provided	Teaching Assistant Level 1	Teaching Assistant Level 2 Special Schools	Senior Teaching Assistant	HLTA	no model profile provided	Inclusion Manager	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	
3	After School Club, Breakfast Club, Pre-School, Early Years type roles - includes the following After School Club - Assistant, Manager, Play Supervisor, Deputy After School Club Manager, Club Support Assistant Breakfast Club - Assistant, Supervisor, Manager, Leader. Club Leader, Supervisor, Support Assistant EAL Assistant, Leader of Play Early Bird - Club Supervisor, Manager, Assistant, Educator, Practitioner, Leader. EYP & Extended- Deputy & Manager Holiday Club - Assistant, Deputy, Manager, Leader Morning Club - Supervisor Study Club Supervisor	305	23	16	9	EG	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
						MG	no model profile provided	no model profile provided	no model role profile provided	Breakfast/After School Club Supervisor	no model profile provided	After School Club Manager	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	
4	Playworker roles - which includes the following: Playworker, Unqualified Playworker, Qualified Playworker, Breakfast Club Playworker, Play Supervisor, Early Birds Playworker, Senior Qualified Playworker, Play Facilitator, Play Leader (includes similar roles in Children Centres that were mapped by Lesley Hunt)	238	20	11	2	EG	✓	✓	✓				✓									
						MG	no model profile provided	Playworker	Playworker				Play Leader									
5	Nursery type roles - which includes the following : Assistant Nursery Manager, Nursery Nurse, Nursery Manager, Nursery Practitioner, Nursery Assistant Support Worker, Nuture Group Leader, Nuture Lead Practitioner, Nuture Leader, Creche Worker, Creche Worker Team Leader, Pre-School Assistant, Pre-School Manager, Pre-School Practitioner, Qualified Childcare Practitioner	104	14	7	4	EG	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
						MG	no model profile provided	Pre-School Assistant	no model profile provided	no model profile provided	Nursery Nurse	no model profile provided	Nursery Manager	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	
6	Home School Link Workers	63	6	6	4	EG					✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
						MG					no model profile provided	Home School Link Worker	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	
	Tutors - which includes the following roles One to One Tutors, Clarinet Teacher, Thai Chai Teacher, Early Years Teacher, Music Co-ordinator, Music Teacher, Learning Mentor, Vocational Instructor	47	3	3	1	EG	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
						MG	no model profile provided	no model profile provided		no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	
	Sports Coach - which includes the following roles: Sports Coach, Assistant Sports Coach, Sports Co-ordinator, Sports Leader, PE Assistant, Progress & Achievement Coach, Sports Hall Attendant,	15	3	2	1	EG		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
						MG			Assistant Sports Coach		no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	
	Swimming related roles - Instructor, Swimming Coach, Swimming Teacher, Swimming Assistant	28	28	17	2	EG		✓	✓	✓		✓		✓							✓	
						MG		no model profile provided	Swimming Assistant	Swimming Instructor		no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	
	Forest School type roles- which includes the following roles: Forest School Assistant, Forest School Practitioner, Forest School Leader	10	3	3	1	EG		✓	✓	✓	✓											
						MG		no model profile provided	Forest School Assistant	no model profile provided	Forest School Leader											
	Pastoral type roles- which includes the following roles: Parent Partner Advisor, Parent Support Advisor, Pastoral Lead, Pastoral Support Manager, Pastoral Assistant, Pastoral Support Officer, Pastoral & Behavioural Manager, Safeguarding Manager	10	2	2	0	EG					✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
						MG					no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	
	Head of Year	1	1	1	0	EG						✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
						MG						no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	no model profile provided	
	Other - these are roles that did not fit in any of the broad categories above, were mapped by schools to the CLES job family to the same grade and therefore not considered as part of the role evaluation exercise. AAC Support Worker, Activities Support, Animal Care Assistant, Animal Care Lead, Assistant Head of Care and Lead TA, Head of Intervention & Inclusion Residential Provision, Head of Year, Head of Year/CLO, Inclusion Room Supervisor, Inclusion Support Assistant, Inclusive Learning Centre Co-ordinator, Independent Life Skills Supervisor, Moving On Coordinator, KS3 Manager, PCT Lead, Residential Keyworker, Residential Manager, Room Leader/Deputy, Senior Care Officer, Senior Residential Keyworker, Special Projects Champion.	39				EG		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
						MG																
Notes EG - Span of existing grades for this category of roles. ✓ - indicates that there are roles across the maintained schools sector that are currently at these grade levels. MG - Moderated grades where new role profiles have been created based on supplementary information received from schools. The roles highlighted in red represent positions which schools highlighted as anomalies i.e that were mapped either higher, lower, not mapped, were coded with wage type 9999. The job titles/ roles that are not shaded in red are those which were mapped to the same grade and were therefore were not considered for evaluation by the moderators. No model profile provided: In some instances, for example in the category for Tutor type roles - only one school provided the supplementary information requested; however there was insufficient detail in the job description/ person specification and no rationale for the mapping decision making it difficult for the Moderators to evaluate the role or create a model role profile. Similarly, in the category for Pastoral type roles, although one school indicated that they had mapped the Pastoral Lead position higher than the existing grade, no information was received and therefore no evaluation could be undertaken by the Moderators. Schools are advised to consider the published 'model' role profiles and use these as a guide to confirm whether their original mapping decisions are still valid; going forward, schools will need to seek support from Babcock HR to map roles where no 'model' profiles are available to use for comparison. For further guidance, please refer to the schools information pack published on the schoolsreward webpage. Overall summary: We had a low response from schools returning supplementary information where a high number of anomalies were highlighted in this job family. For example, only 33% return of information on Midday Assistants/Supervisors and 36% return for the Teaching Assistant type roles and 11% return for the swimming type roles. Schools may wish to consider the proposed job titles which will help to provide some distinction for roles at the various grade levels.																						