



NORTHAMPTON
PRIMARY ACADEMY TRUST

Achieving Extraordinary Things

Blackthorn Primary School



HLTA, working in the Specialist Provision



Welcome from the Chair of the Board of Trustees

We are delighted that you are interested in applying for a position at the Northampton Primary Academy Trust (NPAT).

The Northampton Primary Academy Trust Partnership (NPAT) was founded in August 2012 and was built on the vision of five Headteachers to bring together like-minded schools to provide quality first teaching and learning to all children across member schools, delivered and supported by passionate personnel of the highest professional calibre. Our member schools come in many shapes and sizes, from small to large, split site primaries, and cover a diverse geographical range and socio-economic mix.

Our vision is to achieve 'educational excellence; creating opportunities and enriching lives'. To achieve this, our mission is to develop a Multi-Academy Trust of highly effective and sustainable schools. NPAT schools all share a common vision and are committed to the NPAT values, whilst retaining the freedom to innovate and develop their own identity and character.

The Trust is built on the principle of synergy; that a collaboration of vibrant and successful schools can achieve collectively what a single school couldn't achieve alone. NPAT improves our schools using teamwork and innovation through partnership working that brings together children, parents, teachers, governors and school leaders.

From the original five schools we have seen progressive growth, with eleven schools currently on board. Whilst we grow in size, the Directors and Executive Team are keen to ensure that we retain the values and ethos upon which our Trust was originally built.

Joining our Trust will mean that you will benefit from excellent opportunities to learn and further your career, through strong collaboration and good career progression opportunities across our school network, and you will have great fun along the way.

We are on an amazing journey and we would be delighted to welcome you on board to be an integral part of it.

Thank you

James Marscheider,
Chair of the Board of Trustees,
Northampton Primary Academy Trust (NPAT)



'NPAT – Our Vision and Values'

The Northampton Primary Academy Trust (NPAT) was formed in 2012 and is currently a collaboration of the following schools;

Abington Vale Primary School
Blackthorn Primary School
Ecton Brook Primary School
Hunsbury Primary School
Headlands Primary School
Lings Primary School
Langland Community Primary School

Rectory Farm Primary School
Simon de Senlis Primary School
Thorplands Primary School
Upton Meadows Primary School
Weston Favell CE Primary School
Stanton Cross Primary School
Park Junior School

Vision Mission, and Values Statement

With responsibility for 4700 children NPAT is driven by our aspirational vision:
To achieve educational excellence, create opportunities and enrich lives.

To achieve this, our mission is **to develop a multi-academy trust of highly effective and sustainable schools.**

We know that there is greater potential for realising our vision through working together as a family of schools providing support, collaboration, and challenge. We are 'one school with many doors' Our collective strength is epitomised through a shared focus on ensuring great teaching and curriculum, focussing on the most efficient use of resources to provide maximum value for money. We hold safeguarding in the highest regard and ensure that all our schools have robust policies and procedures in place to secure exemplary practices. Although our schools retain their own individual, unique character our strength is build on synergy – the belief that we can achieve more collectively than alone.

We have clear value and beliefs that guide us in how we act and in decisions that we make. We are driven by the determination to ensure that our schools sit at the heart their local communities and are drivers for educational excellence for all. Our moral purpose is rooted in high aspiration and ambition for all children, including those who face the greatest disadvantage in our most deprived communities and children with Special Educational Needs and Disability. We are responsible for developing future citizens who have a voice that is heard, and who understand their place and responsibility in society.

We ensure that we use evidence-based research to inform our educational priorities. We recognise the importance of both high academic achievement and the development of the whole child through a wide range of opportunities with external partners, including the Royal Shakespeare Company and National Gallery.

We expect all our school leaders to adhere to The Nolan Principles of Public Life which form the basis of the ethical standards expected of public office holders.

Our Trust Priorities

The aim of our Education Strategy is to further improve educational provision and raise the academic attainment of all children across the trust. We aim to achieve this through engaging with evidence and:

- Improving the quality of teacher and support staff professional development to ensure high quality provision for all children
- Ensuring schools have a consistent and effective approach to teaching
- Securing high-quality leadership at all levels across schools
- Ensuring schools have a broad, rich, and rigorous curriculum offer across core and wider curriculum subjects
- Developing and implementing an effective, evidence-based inclusion strategy to ensure the best provision and outcomes for all disadvantaged and vulnerable children

Our Education Team supports our schools to drive improvement towards these priorities. School leaders are responsible for ensuring that the Trust education priorities are delivered within their individual schools.

Can you meet the challenge? Welcome to the future of primary education.

Should you choose to join us you will enter a hugely exciting time. As our MAT Grows and develops, we are looking for enthusiastic and inspirational leaders who can join our journey and help us build on our strengths. With plenty of opportunities for support and continued professional development across the Trust, we have a lot to offer.

We look forward to receiving your application.

Julia Kedwards, OBE

NPAT Chief Executive Officer

Located on the Eastern district of Northampton, Blackthorn is a one-form entry primary school with a nursery. In addition, Blackthorn Primary is very proud to run a Specialist Unit for children with an EHCP identifying a need for support with SEMH. Our school is driven by a passion to provide educational excellence for the children in our community.

The children at Blackthorn are polite, respectful and keen to learn. Our team of dedicated staff believe that children achieve their best in a safe, secure and happy school community and we work hard to make sure this is the case for our learners every day. We strongly believe that good relationships between people in our school community are essential in securing success for your child, as such, an effective partnership between home and school will benefit your child's learning.

At Blackthorn, we strongly believe in supporting every individual, children and staff, to develop and be supported in their aspirations. Our staff culture is of enabling everyone to have opportunities to grow through support and we have a proven track record of developing both early career teachers and leaders at all levels to achieve their goals.

We are proud to be a member of Northampton Primary Academy Trust (NPAT) with whom we work closely to provide opportunities for our children to broaden and enrich their time at primary school through the arts, sport and wider curriculum.

Becca Williams – Executive Headteacher



**Working together as a school
community to achieve educational
excellence for all.**

Specialist provision High Level Teaching Assistant

Job Description

The NPAT Vision & Mission: 'Achieving Extraordinary Things'

The NPAT Vision is to 'achieve educational excellence, create opportunities and enrich lives'

The NPAT Mission is 'to develop a multi-academy trust of effective and sustainable schools'

Post Holder: **Specialist Provision High Level Teaching Assistant**

37.5 hours per week (08:00 – 16:00); 39 weeks per year, Permanent

(Part-time hours would be considered)

Grade G point 8-12, Salary £26,824 - £28,598 FTE (Pay award pending)

Actual approx. £23,358 - £25,458

Responsible to: **Executive Headteacher**

This job description may be amended at any time following discussion between the line manager and member of staff. The job description will be reviewed annually.

Areas of Responsibility and Key Tasks-

<p>Planning, Teaching and Class Management</p>	<ul style="list-style-type: none"> • Regularly teach and deliver lessons, under the direction of the Head of Specialist Provision and Assistant Headteacher, across the specialist provision at the school when cover is required. • When not covering lessons, work proactively as part of a team and assist the class teacher to support individual and small groups of children (in the SU) in the curriculum to accelerate their learning. • Assist in the personal, social and emotional development of children through the promotion of the school's values and for individuals through the implementation of learning plans, behaviour plans and/or personal care plans to ensure all children are well cared for in accordance with the school's policies and high expectations. • To promote the development of reading, writing and maths, including providing additional support to children with special needs or to bilingual learners, by working alongside the class teacher. • Be aware of and support school policies and procedures. • Complete marking and assessment as required. • Set high expectations for pupils' behaviour. • Establish a safe, supportive and stimulating learning environment. • Use a wide range of teaching methods to sustain the momentum of pupils' work and engage all pupils, ensuring delivery of a differentiated learning experience related to the pupils' individual needs. • Under the guidance of the Head of Specialist Provision and Assistant Headteacher and class teacher, run interventions as set out by professional or specialist support staff involved in the children's education. These may involve
---	--

	<p>social workers, health visitors, language support staff, speech therapists, educational psychologists and physiotherapists.</p> <ul style="list-style-type: none"> • Build and maintain positive and constructive working relationships with pupils, parents, carers and colleagues to maximise pupils' development and maintain the overall ethos of the school.
<p>Monitoring, Assessment, Recording, Reporting</p>	<ul style="list-style-type: none"> • To observe and monitor pupils' progress and adapt agreed approaches to their particular needs. • Complete children's records and aid in the evaluation and setting of new targets alongside the class teacher and Head of Specialist Provision and Assistant Headteacher. • Provide verbal and written feedback on lesson content, children's responses to learning activities and pupil behaviour, to teachers and children. • Report any concerns regarding children's welfare or education, to the class teacher. • Be aware of safeguarding responsibilities, referring such matters to the appropriate designated person for further action.
<p>Other Professional Requirements</p>	<ul style="list-style-type: none"> • To support children's learning and to share in the care and wellbeing of the children throughout the school. • To carry out specific administrative/ procedural tasks to support the class teacher. • To provide support and assistance for children's pastoral needs (e.g. dressing, going to the toilet, the changing of nappies or the administration of an Epipen) • To promote the school's values and ethos. • Be aware of and support school policies and procedures. • Maintain confidentiality at all times. • Assist and attend with school enrichment activities e.g. trips, visits, parents' evenings, concerts and festivals • Attend appropriate staff meetings and training days/events as requested. • Fulfil all roles and responsibilities expected in the staff handbook, i.e. rota basis break duties/ lunch duties and maintain high levels of professional conduct at all times.

This job description is not an exhaustive list of duties and the post holder will be required to undertake any other reasonable duties discussed and directed by the line manager. The post holder is also expected to be flexible and adaptable in their approach to fulfilling their duties.

HLTA, working in the Specialist Provision

Person Specification

Attributes	Essential	Desirable
Qualifications/Training		
Qualifications	<p>Has met the professional standards/qualification for HLTA</p> <p>Good basic education to GCSE level in English and maths, equivalent to at least a Level 2 of the National Qualifications Framework</p>	A willingness to undertake further training relevant to fulfilling the role.
Experience		
Teaching & Learning	<p>Experience of working with children in either EYFS, KS1 or KS2 (or all phases).</p> <p>Previous experience of working as a teaching assistant/ cover supervisor and leading whole class teaching and learning activities.</p> <p>Experience of working with classes or individuals with an EHCP.</p>	<p>Previous experience of working as a HLTA</p> <p>Knowledge and experience of teaching phonics</p>
Knowledge and Understanding		
Teaching and Learning	<p>Awareness of how children develop;</p> <p>behaviour-management strategies;</p> <p>how to support children in English and maths;</p> <p>the different ways in which children learn and how to motivate them.</p> <p>Ability to organise and implement learning</p> <p>Knowledge of how to differentiate the curriculum to meet the needs of all learners.</p> <p>Teach new concepts as agreed with the class teacher;</p> <p>Supervise children and be a positive role model;</p> <p>Encourage good social skills. Work with guidance, but under limited supervision;</p> <p>Liaise and communicate effectively with others and maintain confidentiality at all times;</p> <p>Demonstrate good organisational skills;</p>	<p>A specialist area of the curriculum. Interest in SEND or SEMH</p> <p>Qualifications related to a specific area of SEND</p> <p>RWI trained. Has delivered or supported in the delivery of RWI</p> <p>Team Teach training or other relevant qualifications related to supporting children's SEMH development.</p>

	<p>Get involved in professional development and attend courses; Display work effectively and make and maintain basic teaching resources.</p> <p>Able to:</p> <p>Contribute to a range of teaching, learning and pastoral activities;</p> <p>Work with an individual or group of children, also work as a member of a term;</p> <p>Explain tasks simply and clearly.</p> <p>Reinforce teaching points during teacher input;</p>	
Technology	Competent use of technology for planning and assessment.	Experience of using Office 365
Parents and Community	<p>Understanding of the role played by parents and the community as a whole in raising standards.</p> <p>Experience of working directly with parents and others to raise standards and involvement with the wider and local community.</p> <p>Ability to understand the importance of confidentiality and high-professional standards.</p>	Experience of running parent groups.
Skills		
Relationships	<p>Ability to establish and develop effective relationships within the school community, including:</p> <ul style="list-style-type: none"> • Children • Teaching Colleagues • Support Staff • Governors/Trust Directors • Parents 	Ability to manage difficult conversations and experience of working cohesively and contributing towards building a team ethos.
Interpersonal and communication skills	<p>Ability to communicate effectively in writing and orally.</p> <p>Prompt completer of tasks.</p> <p>Flexible and approachable.</p> <p>Resilient under pressure.</p> <p>Able to deal sensitively with people and resolve conflicts.</p> <p>Positive and energetic approach to work.</p>	
Attitudes		
Personal	<p>Proactive in areas of responsibility with an awareness of whole school issues;</p> <p>A willingness to take on appropriate delegated tasks relevant to the post;</p> <p>Demonstration of a growth mindset;</p>	

	<p>Ability to show a committed, professional and loyal attitude to the school, openly modelling its aims and values;</p> <p>An ability to use and understand discretion, confidentiality and professionalism;</p> <p>An ability to learn from mistakes and take advice.</p>	
Education Philosophy	High expectations for all learners and a desire to value every child.	

This job description is a broad overview of the post. It is not an exhaustive list of all possible duties, and it is recognised that jobs change and evolve over time. Consequently, this is not a contractual document, and the post holder will be required to carry out any other duties that are necessary to fulfil the purpose of the job.

Working weeks match the school term calendar, the additional week(s) must be agreed with your line manager in advance.

It may be necessary occasionally to work additional hours outside those stipulated in the contract. When this is required, additional hours or TOIL will be agreed with your line manager prior to the additional hours been worked.

The post holder will be required to follow the trust/school policies and abide by the code of conduct. We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks, therefore, all posts within the Trust are subject to an enhanced DBS with Barred List check.

We are committed to the NPAT Values and all senior leaders are always expected to uphold the 7 principles of public life (the Nolan Principles).

NPAT believes that equality for all is a basic human right. We actively encourage applications from all, irrespective of gender, marital status, disability, race, age or sexual orientation. If you require any reasonable adjustments to support your in the application process or to enable you to do the job to the best of your ability, please be sure to highlight this to us.

Signed by post holder:	
Date:	

How to Apply

To apply for this position, please complete the enclosed Trust application form and submit, together with a letter of application of no more than two sides of A4 supporting your application.

Please return by email to samchambers@blackthornprimary.net or by post to Mrs Sam Chambers, Blackthorn Primary School, Waingrove, Northampton, NN3 8EP.

Closing date: 12 noon, Friday 5 June 2026

Interview date: Wednesday 10 June 2026

Start date: 1 September 2026