

**Building Brighter Futures**

RECRUITMENT PACK

Job Role: **Higher Level Teaching Assistant**

Website: [www.inclusion.sheffield.sch.uk](http://www.inclusion.sheffield.sch.uk)

**Why we are here**

Welcome to the Sheffield Inclusion Centre and thank you for your interest in the vital and valued position of Higher Level Teaching Assistant. We have recently received a good rating from Ofsted [*https://files.ofsted.gov.uk/v1/file/50238878*](https://files.ofsted.gov.uk/v1/file/50238878)which is the result of a lot of hard work by staff and pupils. Our pupils, despite being permanently excluded, are our strength and it is a pleasure to work with them and their families to support learning and build brighter futures. Please come and visit us to see for yourself our amazing children and staff.

We are the most important school in Sheffield with some of the most vulnerable and at the same time vibrant children in the city. Many of our children have unsettled home lives and mental health difficulties. Therefore, it is important to role model behaviour and always show children unconditional positive regard.

Everything we do is based on relationships and building trust, hence having integrity, empathy and a great sense of humour are key to the success in this role.

We achieve our success with children with a range of personalised learning pathways and by surrounding the child with a team who care and believe in them. The team is made up of teachers, mentors, teaching assistants, therapists, youth workers, youth offending workers, transition coaches, etc. We are fortunate enough to be supported by a range of external agencies from the LA, the NHS and social care.

All our children have been permanently excluded from mainstream school. Children come to us with unmet Special Educational Needs and in some cases a full assessment of need is carried out resulting in an Education, Health and Care Plan (EHCP).

Our main site is on Spring Lane, but we now have now 8 smaller campuses across Sheffield, please reference the website for locations.

**Teaching & Learning**

Excellent Teaching and Learning is at the heart of unlocking a child’s potential, placing them firmly on the path to future success and brighter futures, whilst nurturing and supporting their wider development.

At the Sheffield Inclusion Centre our teaching and learning model is based on supporting our children to know more and remember more.

Each lesson builds in opportunities to check previous learning, deliver new content, model and support independent practice.

Reading plays a crucial part in our lessons and our children are supported and challenged to become familiar with new subject specific vocabulary.

**Curriculum**

We know when our children start with us they will have many gaps in their learning. This will be for a number of reasons. As educators our job is to quickly work out where the gaps exist and plug them, all the time building confidence and a sense of success they may not have experienced before.

It is vital that we have high expectations for our children so we give them the best start in life, tooled up with skills and knowledge ready for their next phase of learning.

Every minute at school should be seen as an opportunity to help the child to make progress whether it be academically or socially and emotionally.

The curriculum offered at the centre is personalised in order to meet the individual needs of each pupil.

**Our single purpose is based on these values:**

* Everyone deserves a fresh start
* Everyone wants more success when they start to feel success
* Everyone functions and learns better when they feel safe and there are routines
* Everyone needs others to believe in them and care for them and respect them
* Everyone needs support to alter their behaviours and mindset
* Everyone needs to know about the opportunities in order to take them
* Everyone learns differently and at a different pace.

​**Our salaries are some of the best in the city. You will also have 13 weeks holiday.**

**What’s not to love – great salary, great holidays and great children! Come and join us.**

**About the Role**

**Job Title:** Higher Level Teaching Assistant

**Contract:** Temporary posts available – ending 31 August 2026

**Salary:** Grade 6 from £32,115 pro rata

 Term Time only 39 weeks – Actual salary £27,619 pay award pending

37 hours per week

**Start Date:** ASAP

**Closing date:** Until position filled

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We are looking to appoint a Higher-Level Teaching Assistant and we would welcome applicants from all educational sectors: primary, secondary, specialist or PRU/alternative provisions. This position presents a genuine opportunity for a graduate to develop into a qualified teacher. You will receive training in teaching techniques, planning, behaviour management, SEND and safeguarding. Once you have worked with us you will be equipped to work anywhere and you will be a highly respected practitioner with a toolkit of skills. That’s if you want to leave us once you meet our fantastic children!

Everything we do is based on relationships so your personality is very important to us. You should be a character! You will be confident, energetic and a team player with a good sense of humour. If you feel that you have the dedication, resilience and understanding of the needs of our children we would welcome your application.

Applicants will ideally meet the following criteria:

* confident
* energetic
* good sense of humour
* team player
* flexible

We are looking for a HLTA who can:

* teach English, Maths or Science to small groups.
* help deliver a curriculum with a strong focus on pupil engagement and creativity.
* show dedication and patience in working with pupils with behavioural, emotional and social difficulties.
* rise to the physical and emotional challenges of teaching pupils who are disaffected with education.
* show commitment to understanding and improving the life circumstances of all our pupils.
* have high aspirations for all of our pupils.
* be a big personality!

Experience working with young people with emotional, social and behavioural difficulties is an advantage but by no means essential as full training will be given.

The successful candidate will entirely share our commitment to our young people. The education and support we provide is personalised, dynamic and ever-changing. You will have excellent communication and interpersonal skills and be able to both lead and participate in effective teams.

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Applications packs are available from [www.inclusion.sheffield.sch.uk](http://www.inclusion.sheffield.sch.uk) or the Vacancies page or [www.sheffield.gov.uk](http://www.sheffield.gov.uk) - Jobs

Please return your completed application form to Sheffield Inclusion Centre by email to enquiries@inclusion.sheffield.sch.uk

We are committed to safeguarding and promoting the welfare and safety of children and vulnerable adults and expect all staff to share this commitment. All successful candidates will be required to complete an Enhanced Disclosure and Barring Service Check.

We value our diverse workforce and aim to work together to make the most of our differences. We welcome applications from everyone.  Under the Disability Confident Scheme, disabled applicants, who meet the essential criteria of this job, are guaranteed an interview.