



# Thornhill Primary School

## Higher Level Teaching Assistant Recruitment Pack



*'Help Yourself and Others to Learn'*

Thornhill Road • Islington • London • N1 1HX



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## Letter from the Head Teacher

November 2022

Dear Applicant,

Thank you for your interest in becoming a **Higher Level Teaching Assistant** here at Thornhill. I would like to take this opportunity to tell you a little more about our school.

The ethos at Thornhill is encapsulated in our motto: 'Help Yourself and Others to Learn'. We support our children to develop a lifelong love of learning by offering a rich curriculum, including experts in residence such as poets, puppeteers, dancers and sports coaches. Over the last decade, Thornhill has established an impressive record of attainment and achievement, with our greater-than-average number of pupil premium children often exceeding the results of non-pupil premium children nationally. Situated in the heart of Barnsbury in Islington, north London, our children, parents and staff come together from a huge range of cultural and economic backgrounds to create a vibrant, inclusive community.

We are looking for inspiring, passionate and energetic HLTA committed to school improvement to work in our school. At Thornhill we value professional development and ensure all staff are well supported and developed. The position is for Thursdays and Fridays (two days a week).

Your role will be to provide support for pupils, teachers and the School in order to raise standards of achievement, encourage pupils to become independent learners, provide support for pupil's welfare and to support the inclusion of pupils in all aspects of school life.

I hope this provides picture of Thornhill Primary School and the exciting opportunities associated with the position. To learn more about Thornhill and the role, we would be delighted for you to visit our school and meet our pupils and staff. Please email [jodie.smith@thornhill.islington.sch.uk](mailto:jodie.smith@thornhill.islington.sch.uk) to arrange a visit.

I look forward to receiving your application.

Yours faithfully,

Jenny Lewis  
Head Teacher





## Higher Level Teaching Assistant Thornhill Primary School

**Hours:** Part Time, 13 hours per week (2 days a week), Term Time Only

**Salary Grade:** Scale SO1 point 23 -25

**Salary Range:** £35,223 - £36,417 per annum pro rata

**Actual Salary:** £11,290 - £11,880 per annum

**Contract:** Permanent

**Required for:** As soon as possible

### Advert

Thornhill School is a unique community school with a clear vision and passion for learning. We are committed to high quality teaching for all our children and believe that creativity is at the heart of education. Join us in exploring what learning can be like and help us develop the most exciting environment possible.

We are looking to appoint passionate and enthusiastic Higher Level Teaching Assistant (HLTA) as soon as possible to join our support staff team.

This is a great opportunity for any support staff who:

- Is committed to achieving excellence in teaching and learning.
- Is highly motivated and enjoys working with children.
- Has a strong commitment to professional development
- Wants to make a difference for all groups of children

In return, Thornhill can offer you:

- Children who are eager to learn and engaged with supportive parents
- A rewarding opportunity to be part of a supportive, motivated and committed team
- Significant professional development opportunities for support staff at all stages of their career
- A vibrant and creative place to work

Visits to the school are positively encouraged and can be arranged by emailing the school office at [jodie.smith@thornhill.islington.sch.uk](mailto:jodie.smith@thornhill.islington.sch.uk) or call 020 7607 4162.

**Closing date for applications:** Midnight, Sunday 27<sup>th</sup> November 2022

**Shortlisting:** Monday 28<sup>th</sup> November 2022

**Interviews:** Thursday 1<sup>st</sup> December 2022

**Tour date:** Tuesday 22<sup>nd</sup> November 2022 at 4pm.

#### How to apply

- To apply for this post, please visit [www.islington.gov.uk/jobs](http://www.islington.gov.uk/jobs)
- If you need assistance, please email HR team at [schoolsrecruitment@islington.gov.uk](mailto:schoolsrecruitment@islington.gov.uk) quoting the job reference THOR/1245. For an informal discussion about the role, please contact the school directly. Please note that CVs are not accepted in line with Safer Recruitment practices.

*Thornhill Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All appointments are subject to an enhanced DBS disclosure. Also, this post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulations and the successful applicant will be required to complete a declaration form to establish whether they are disqualified under these regulations.*

*In line with KCSIE 2022 and safer recruitment practices, the school will conduct an online search for all shortlisted candidates. The online search is part of our safeguarding checks and will seek publicly available information on candidates' suitability to work with children. Shortlisted candidates will be provided with further guidance and will be asked to clarify their online presence*

*Please note the advertised actual salary is a range based on continuous service, with the maximum range indicating 5+ continuous years with local government/schools. The starting salary will be calculated based on the individual circumstances of the successful candidate.*

# Higher Level Teaching Assistant (HLTA)

**School: Thornhill Primary School**

**Grade: Scale SO1 points 23 -25**

**Hours: Part Time, 13 hours (2 days a week), Term Time Only**

**Responsible to: Assistant Head**



## Job Description

### PURPOSE OF THE POST

The role of the **HLTA** is to support teaching and learning, and provide cover when the class teacher is not present. This will involve planning, preparing and delivering learning activities for individuals/groups or whole classes and monitoring Pupils and assessing, recording and reporting on Pupils' achievement, progress and development.

### MAIN RESPONSIBILITIES

#### SUPPORT FOR PUPILS

- Assess the needs of Pupils and use detailed knowledge and specialist skills to support Pupils' learning
- Establish productive working relationships with pupils, acting as a role model and setting high expectations.
- Promote the inclusion and acceptance of all pupils within the classroom.
- Support pupils consistently whilst recognising and responding to their individual needs.
- Encourage pupils to interact and work co-operatively with others and engage all pupils in activities.
- Promote independence and employ strategies to recognise and reward achievement of self-reliance.
- Provide feedback to pupils in relation to progress and achievement.
- Organise and manage appropriate learning environments and resources for the lessons that they teach
- Plan challenging teaching and learning objectives to evaluate and adjust lessons/work plans as appropriate.
- Monitor and evaluate pupil responses to learning activities through a range of assessment and monitoring strategies against pre-determined learning objectives.
- Provide objective and accurate feedback/ marking and reports as required on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence.

#### SUPPORT FOR THE TEACHER

- Organise and manage appropriate learning environment and resources
- Support the teaching of the curriculum using established support and intervention programmes (such as phonics), and assist pupils to access the full curriculum. Be familiar with lesson plans, Pupil targets and learning objectives.
- Provide objective and accurate feedback and reports as required on Pupil achievement, progress and other matters, ensuring the availability of appropriate evidence
- Record progress and achievement in lessons/activities systematically and providing evidence of range and level of progress and attainment

- Work within an established discipline policy to anticipate and manage behaviour constructively, promoting self-control and independence
- Support the role of parents in Pupils' learning and contribute to/lead meetings with parents to provide constructive feedback on Pupil progress/achievement etc.
- Produce lesson plans, worksheet, plans etc.
- Monitor and evaluate Pupil responses to learning activities through a range of assessment and monitoring strategies against pre-determined learning objectives
- Within an agreed system of supervision, plan challenging teaching and learning objectives to evaluate and adjust lessons/work plans as appropriate
- Administer and assess/mark tests and invigilate exams/tests

### **SUPPORT FOR THE CURRICULUM**

- Deliver learning activities to Pupils within agreed system of supervision, adjusting activities according to Pupil responses/needs
- Deliver local and national learning strategies in reading, writing grammar and maths and make effective use of opportunities provided by other learning activities to support the development of Pupils' skills
- Use ICT effectively to support learning activities and develop Pupils' competence and independence in its use
- Advise on appropriate deployment and use of specialist aid/resources/equipment
- Select and prepare resources necessary to lead learning activities, taking account of Pupils' interests and language and cultural backgrounds

### **SUPPORT FOR THE SCHOOL**

- Comply with and assist with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting concerns to an appropriate person
- Be aware of and support difference and ensure all Pupils have equal access to opportunities to learn and develop
- Contribute to the overall aims of the school
- Establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of Pupils
- Attend and participate in regular meetings
- Participate in training and other learning activities as required.
- Contribute to the identification and execution of appropriate out of school learning activities which consolidate and extend work carried out in class.
- Deliver out of school learning activities within guidelines established by the school.
- To support, uphold and contribute to the development of the school's Equal Rights policies and practices in respect of both employment issues and the delivery of services to the community
- Recognise own strengths and areas of specialist expertise and use these to lead, advise and support others
- Take the initiative as appropriate to develop multi-agency approaches to supporting Pupils

- Support the teaching of the curriculum using established support and intervention programmes (e.g. phonics), and assist pupils to access the full curriculum. Be familiar with lesson plans, Pupil targets and learning objectives.

## **MONITORING AND ASSESSMENT**

- With teachers evaluate pupils' progress through a range of assessment activities.
- Assess pupils' responses to learning tasks and where appropriate, modify methods to meet individual and/or group needs.
- Monitor pupils' participation and progress and provide constructive feedback to pupils in relation to their progress and achievement.
- Assist in maintaining and analysing records of pupils' progress.
- Contribute to programmes of observation and assessment as planned by the teacher and provide reports, evaluations and other information to assist in the provision of appropriate support for specific children.
- Support the teaching staff with reporting pupils' progress and achievements at parents' meetings which are usually held outside school hours

## **MANAGEMENT RESPONSIBILITIES**

- To meet with SLT once per half term to discuss, review and report on Pupil Progress across the school
- Gather and present progress data on identified groups
- To support the school's self-assessment and monitoring process by contributing to relevant parts of the SEF.
- To deliver agreed specialist interventions e.g. Phonics
- To attend school meetings about curriculum and disseminate information
- To be a Lead Practitioner in the school demonstrating excellent practice as role model to colleagues
- Manage other teaching assistants
- Liaise between managers/teaching staff and teaching assistants
- Rota support staff for playground duty, classrooms, trips and other events.
- Represent teaching assistants at teaching staff/management/other appropriate meetings
- Undertake induction, training and mentoring for other teaching assistants

## **RESOURCES**

- Determine the need for, prepare and maintain general and specialist equipment and resources
- Control and manage the directed budgets
- Help Pupils access specialist learning resources as required
- Keep up-to-date knowledge of the range of external agencies and opportunities that can be used to provide extra support for Pupils

# Higher Level Teaching Assistant (HLTA)

School: Thornhill Primary School

Grade: Scale SO1 points 23 -25

Hours: Part Time, 13 hours (2 days a week), Term Time Only

Responsible to: Assistant Head



## Person Specification

### CRITERIA

You must demonstrate on your application form that you meet the following essential criteria.

REQUIREMENTS		ESSENTIAL CRITERIA
QUALIFICATIONS	E.1	Educated to NVQ level 3 / 4 or equivalent. Level 2 in Maths and Literacy (equivalent to GCSE A-C)
	E.2	The ability to write to a good standard of literacy to include excellent report writing skills.
	D.3	<b>Desirable</b> Training/qualification in relevant either Maths or English curriculum areas or areas of particular learning difficulty.
EXPERIENCE	D.4	<b>Desirable</b> At least one year's previous experience of working as a HLTA
	E.5	Working with children, young people, parents and families preferably within an educational context.
	E.6	Working as part of a team, as well as on your own using your initiative.
	E.7	Working with professionals from other agencies and in multi-agency context.
	E.8	Using IT systems to compile reports as well as analysing statistical data for monitoring purposes.
	E.9	Knowledge and understanding of and commitment to implement the school's curriculum strategies
KNOWLEDGE	E.10	Demonstrate an understanding of issues linked to confidentiality.
	E.11	Good knowledge of a range of learning strategies such as reading and math interventions
	E.12	An understanding of the importance of lesson plans, IEPs and learning objectives and to contribute to pupils' learning.
	E.13	Good standard of spoken and written English.



	E.14	Understanding of the developmental needs of children
	E.15	Knowledge of current SEND Code of Practice
	E.16	Knowledge of child protection issues and procedures.
<b>SKILLS</b>	E.17	Ability to communicate effectively both orally and in writing, especially with Pupils, parents, school staff, social workers and other professionals.
	E.18	Ability to form and maintain appropriate professional relationships and boundaries with children and young people
	E.19	Ability to use IT systems effectively to produce reports, record information and monitor outcomes for individuals and groups
	E.20	Ability to monitor and evaluate pupils' performance and maintain accurate pupil records using the school's systems in place.
	E.21	Ability to undertake and take a lead responsibility e.g. to act as coordinator for other teaching assistants, to coordinate training programmes, organise reading recovery programmes etc.
	E.22	Ability to persuade and negotiate as well as good interpersonal / communication skills
	E.23	Able to use own initiative and work alone when necessary
	E.24	Ability to overcome communication barriers with children and their parents
	E.25	Ability to listen effectively and to maintain confidentiality
	E.26	Ability to maintain accurate and up to date records
	E.27	Ability to meet tight deadlines and plan and manage own time effectively
	E.28	Demonstrate an ability to cope with stressful / conflict situations
	E.29	Ability to work flexibly as part of a team and to show initiative when appropriate
	E.30	Clear, legible handwriting
	E.31	Good literacy and numeracy skills
	E.32	Good organisational skills
<b>PERSONAL QUALITIES</b>	E.31	Caring, approachable, firm, understanding, consistent, assertive and calm
	E.32	Understanding of children's needs
	E.33	Adaptability and willingness to assist with other aspects of school life.
	E.34	Willingness to continue to learn and develop and train.



## How to Apply

### Application Deadline

Completed application forms must be received by **Midnight, Sunday 27<sup>th</sup> November 2022**

To apply, follow the jobs link [www.jobs.islington.gov.uk](http://www.jobs.islington.gov.uk) If you need any assistance, please email the Schools' HR Team at: [schoolsrecruitment@islington.gov.uk](mailto:schoolsrecruitment@islington.gov.uk) quoting reference: THOR/1245

*Please note that CV's and hard copy applications will not be accepted.*

### Completing your application

Candidates are asked to complete all the standard information required on the application form, and to submit a supporting statement, addressing all of the criteria identified at application stage.

### Visits

A tour date is scheduled for **Tuesday 22nd November 2022 at 4pm.**

Informal visits to the school are welcome and encouraged and can be arranged with the School Office. Please email [jodie.smith@thornhill.islington.sch.uk](mailto:jodie.smith@thornhill.islington.sch.uk) or call 020 7607 4162.

### Selection procedure

The selection will be made by a panel of senior leaders. Candidates will be notified immediately after this has taken place. Please would all applicants ensure that their preferred means of urgent contact (phone, mobile phone or e-mail) are clearly identifiable from the application form, so that your confidentiality is maintained.

The selection process will take place on **Monday 28<sup>th</sup> November 2022.**

Shortlisted candidates will be invited to interview on **Thursday 1<sup>st</sup> December 2022.**

### References

Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are warned of the need to respond within the timescale set. In all cases at least one professional reference is required.

The post will be offered subject to satisfactory completion of pre-employment checks.

### Safeguarding children

Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection. As part of Safer Recruitment, there will be a social media check done on all shortlisted candidates. Information on this will be sent with the invite to interview email.



## School Location

**School Address:**

Thornhill Primary School  
Thornhill Road  
Barnsbury  
London  
N1 1HX

**Nearby stations:**

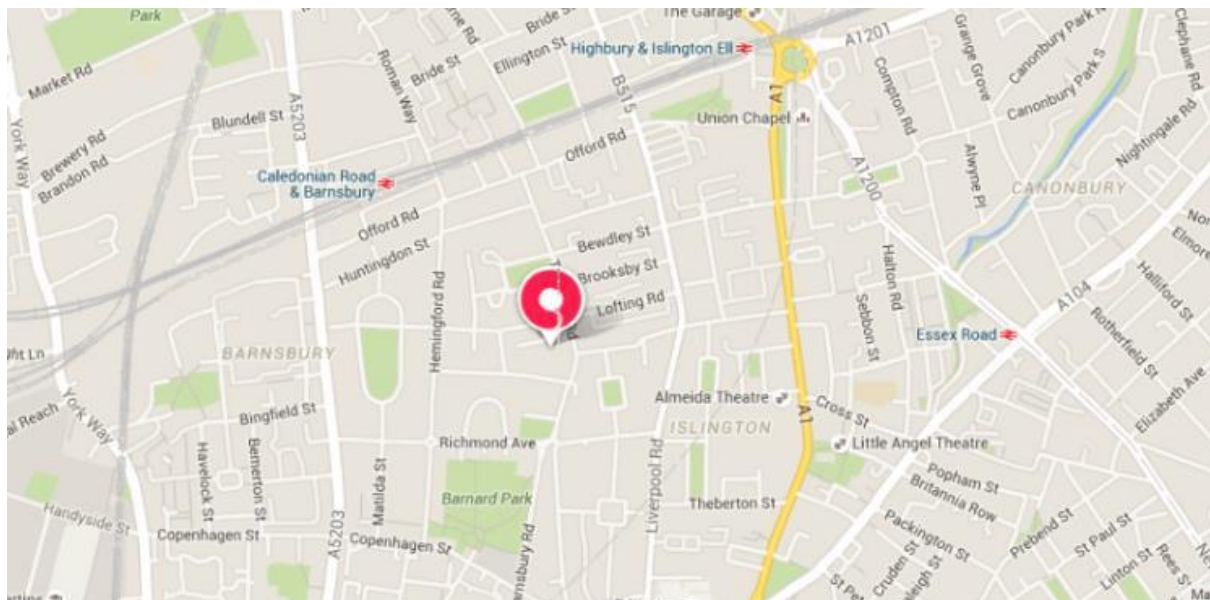
Angel (Northern Line)  
Caledonian Road & Barnsbury (Overground)  
Caledonian Road (Piccadilly Line)  
Highbury & Islington (Victoria Line, Overground)  
Kings Cross St. Pancras (Circle, Metropolitan,  
Hammersmith & City, Northern, Piccadilly and Victoria  
Lines)

**Website:**

[www.thornhill.islington.sch.uk](http://www.thornhill.islington.sch.uk)

**Islington**

Further information about Islington borough is available at [www.islington.gov.uk](http://www.islington.gov.uk)







# Thornhill Primary School

Thornhill Road, Islington, London, N1 1HX

Tel: 020 7607 4162

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Website: [www.thornhill.islington.sch.uk](http://www.thornhill.islington.sch.uk)

