



Higher Level Teaching Assistant (HLTA)

Salary: £13.69 per hour (Grade G – Point 12) -£19485 pa

Working Hours: 32.5 per week (Mon – Fri 8.30am-3.30pm, with 1 hour lunchbreak/Term Time Only)

Contract type: Permanent

Reporting to: Headteacher

We wish to appoint an outstanding Higher Level Teaching Assistant to start from 4 September 2024. The successful candidate will be enthusiastic, highly motivated and demonstrate a passion for teaching and learning. We would welcome applications from candidates with experience of a range of SEN/complex needs and an ability to promote our inclusive ethos and positive behaviour through everything that they do.

King's Sutton Primary Academy is part of the Prime7 Multi-Academy Trust and is a popular, friendly and lively small village school (NOR 100). The school prides itself on its positive learning atmosphere and children who are enthusiastic about learning.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Therefore, the successful candidate would need to undergo a DBS check and be committed to the safeguarding of children.

King's Sutton Primary Academy is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

The new role will begin on the 4 September 2024 and is on a permanent basis. The closing date for applications is Friday 19th July at 9am and interviews will take place Tuesday 23rd July 2024.

For further information, please visit [Job Opportunities | King's Sutton Primary Academy \(kingssuttonpa.co.uk\)](https://kingssuttonpa.co.uk) If you wish to find out more about the role, please contact Laura Wade – Headteacher at head@kspa.prime7.org.uk or call 01295 811289. Visits to the school are welcomed and we look forward to showing you around our school.

How to Apply

To apply for this position, please complete the attached Trust Application Form and submit, together with a letter of application. Please return by email to Lisa Macdonald admin@prime7.org.uk

Job Description

Main purpose

The HTLA will:

- › Work with class teachers to raise the learning and attainment of pupils
- › Promote pupils' independence, self-esteem and social inclusion
- › Give support to pupils, individually or in groups, so they can access the curriculum, take part in learning, and experience a sense of achievement

Duties and responsibilities

Teaching and learning

- › Demonstrate an informed and efficient approach to teaching and learning by adopting relevant strategies to support the work of the teacher and increase achievement of all pupils including, where appropriate, those with special educational needs and disabilities (SEND)
- › Promote, support and facilitate inclusion by encouraging participation of all pupils in learning and extracurricular activities
- › Support the teaching of a broad and balanced curriculum aimed at pupils achieving their full potential in all areas of learning
- › Use effective behaviour management strategies consistently in line with the school's policy and procedures
- › Support class teachers with maintaining good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment
- › Organise and manage teaching space and resources to help maintain a stimulating and safe learning environment
- › Observe pupil performance and pass observations on to the class teacher
- › Supervise a class if the teacher is temporarily unavailable
- › Use ICT skills to advance pupils' learning
- › Undertake any other relevant duties given by the class teacher
- › To cover and lead class teaching (under supervision) as and when appropriate
- › Direct the work, where relevant, of other adults in supporting learning

Planning

- › Contribute to effective assessment and planning by supporting the monitoring, recording and reporting of pupil performance and progress as appropriate to the level of the role
- › Read and understand lesson plans shared prior to lessons, if available
- › Prepare the classroom for lessons
- › Use their area(s) of expertise to contribute to the planning and preparation of learning activities, and to plan their role in learning activities
- › Use allocated time to devise clearly structured activities that interest and motivate learners and advance their learning
- › Plan how they will support the inclusion of pupils in the learning activities

Working with staff, parents/carers and relevant professionals

- › Communicate effectively with other staff members and pupils, and with parents and carers under the direction of the class teacher

- Communicate their knowledge and understanding of pupils to other school staff and education, health and social care professionals, so that informed decision making can take place on intervention and provision
- Contribute to meetings with parents and carers by providing feedback on pupil progress, attainment and barriers to learning, as directed by teachers
- With the class teacher, keep other professionals accurately informed of performance and progress, or concerns they may have about the pupils they work with
- Understand their role in order to be able to work collaboratively with classroom teachers and other colleagues, including specialist advisory teachers
- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

Health and safety

- Promote the safety and wellbeing of pupils, and help to safeguard pupils' wellbeing by following the requirements of Keeping Children Safe in Education (KCSIE) and our school's child protection policy
- Look after children who are upset or have had accidents

Professional development

- Help keep their own knowledge and understanding relevant and up-to-date by reflecting on their own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school
- Take part in the school's appraisal procedures

Other areas of responsibility

Safeguarding

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Promote the safeguarding of all pupils in the school

The HTLA/Senco Assistant will be required to follow school policies and the staff code of conduct.

Please note, this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the HLTA will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

Person Specification

| CRITERIA | QUALITIES |
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| Qualifications and training | <ul style="list-style-type: none"> ➤ GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and maths ➤ First-aid training, or willingness to complete it ➤ Level 2 or 3 Certificate in Supporting Teaching and Learning in Schools, Level 3 Diploma in Childcare and Education, or other relevant qualification in nursery work or childcare (or willingness to work towards a qualification if not already held) |
| Experience | <ul style="list-style-type: none"> ➤ Experience working in a school environment or other educational setting ➤ Experience working with children / young people ➤ Experience planning and delivering learning activities ➤ Experience of planning and leading teaching and learning activities (under supervision) |
| Skills and knowledge | <ul style="list-style-type: none"> ➤ Good literacy and numeracy skills ➤ Good organisational skills ➤ Ability to build effective working relationships with pupils and adults ➤ Skills and expertise in understanding the needs of all pupils ➤ Knowledge of how to help adapt and deliver support to meet individual needs ➤ Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils ➤ Excellent verbal communication skills ➤ Active listening skills ➤ The ability to remain calm in stressful situations ➤ Knowledge of guidance and requirements around safeguarding children ➤ Good ICT skills, particularly using ICT to support learning ➤ Understanding of roles and responsibilities within the classroom and whole school context ➤ Understanding of effective teaching methods ➤ Knowledge of how to successfully lead learning activities for a group or class of children ➤ Knowledge of how statutory and non-statutory frameworks for the school curriculum relate to the age and ability ranges of the learners they support ➤ Knowledge of how to support learners in accessing the curriculum in accordance with the SEND code of practice |

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| Personal qualities | <ul style="list-style-type: none"> ➤ Enjoyment of working with children ➤ Sensitivity and understanding, to help build good relationships with pupils ➤ A commitment to getting the best outcomes for all pupils, and promoting the ethos and values of the school ➤ Commitment to maintaining confidentiality at all times ➤ Commitment to safeguarding pupil's wellbeing and equality ➤ Resilient, positive, forward looking and enthusiastic about making a difference ➤ Capacity to inspire, motivate and challenge children and young people |
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Notes:

This job description may be amended at any time in consultation with the postholder.