



King's Cross Academy

Recruitment Pack – Higher Level Teaching Assistant (HLTA)

Contract type: One year fixed term contract
Two positions are available

Grade 5, scale point 12

Salary: £28,475, FTE £33,291

37.5 hours a week, term time only (39 weeks)

Key Dates

Advertisement live:	Friday 20th June
Deadline for applications:	Monday 30th June 12:00pm
Shortlisting:	3rd-4th July
Interview dates:	Monday 7th July

Tours with Headteacher available at the following times:

Friday 27th June 3:30pm
Monday 30th June 3:30pm

To book onto a tour, contact Giovanni.Pillitu@kingscrossacademy.org.uk

For further information or an informal conversation about the role:
Stephen Mitchell, Headteacher

headteacher@kingscrossacademy.org.uk



King's Cross Academy

Recruitment Pack – Higher Level Teaching Assistant

Welcome to King's Cross Academy

Thank you for taking an interest in joining us at King's Cross Academy. Ours is a warm and caring community where we are passionate about bringing out the full potential of each of our pupils.

We are proud of the strength of our many achievements and work tirelessly to build on our tradition of excellence both in and out of the classroom.

We are passionate about making sure that every child leaves King's Cross Academy with the skills, passion and knowledge required to succeed in secondary education. As a team, we work hard to ensure our pupils know and appreciate what makes them a unique and special learner.

It is our hope to build a community of learners which fosters a culture where lifelong learning is truly embraced. You can see our infographic below which demonstrates the five pillars to our school vision – all the work we do is underpinned by these drivers.

We know that the successful candidate will love working with us. We look forward to hearing from you.

Kind Regards

Stephen Mitchell
Headteacher





Introduction

King's Cross Academy is seeking to recruit outstanding HLTAs, with the ability to support a range of learning needs across the academy. This position is suitable for enthusiastic and reflective practitioners who are keen to work within a supportive, creative and committed school environment. The successful candidate will participate fully in the forward-thinking and ambitious life of KCA, taking responsibility for the education and wellbeing of all pupils within their classes.

About King's Cross Academy

We aim to prepare children for the modern world by helping them to become highly successful life-long learners.

King's Cross Academy is a happy and friendly school where the children are safe, love learning, behave well and succeed, within a supportive, creative and exciting environment. We have and recruit qualified, inspirational and enthusiastic teachers and support staff who share this vision, to help children to develop their confidence, capacity, resilience and other learning skills.

Our motto, '**Love Learning Together**', embraces our pupils, parents and teachers and our partnership working with incredible neighbours. Frank Barnes School for Deaf Children (with whom we will share our building), Central Saint Martins, Waitrose, Google UK, Camley Street Natural Park, Eurostar, the Guardian and the Francis Crick Institute are all on our doorstep, offering opportunities to broaden children's experiences and raise their achievements and aspirations.

The historic guide frame of Gasholder No.8 is the inspiration for our school emblem. It encapsulates both the industrial past of King's Cross and its new, creative future. The Academy sits at the heart of the King's Cross community. This is a 21st Century school for 21st Century children and the Academy helps each and every one to become a highly successful learner and to make the most of his or her potential and talents.

King's Cross Academy opened in September 2015 as a 2 form entry (426 place) primary school with a 26 place nursery for 3-4 year olds. In 2015 the intake was restricted to the nursery and two Reception classes. The Academy expanded each year until 2021 when it had up 446 children. The new premises have been designed with shared spaces for staff training and collaborative development and for children from both schools to play together. The schools' community celebrate bilingualism: English, British Sign Language (BSL) and other community languages. We will have a wonderful and cultural mix with all children feeling a deep sense of belonging in the schools.

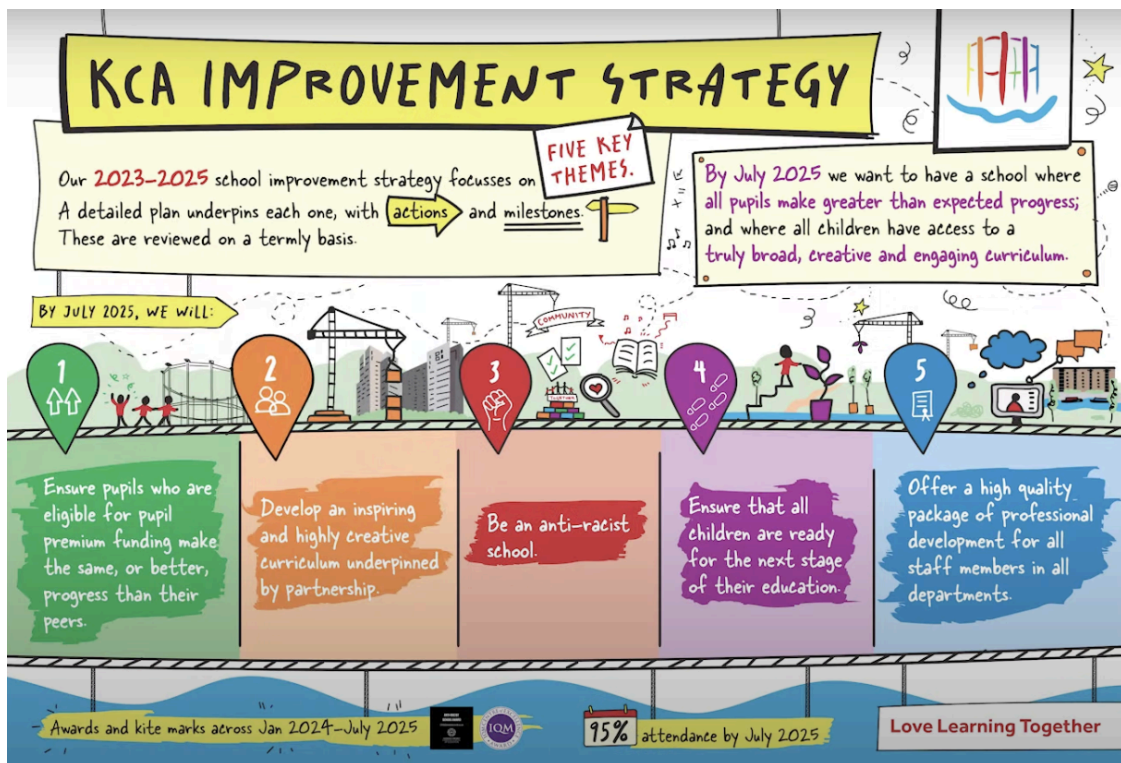
Stephen Mitchell took the post of Headteacher in 2023.

Our priorities...

You can learn about our current priorities on the school website:

<https://kingscrossacademy.org.uk/headteachers-welcome>

The below graphic gives a summary of our current aims and objectives:



King's Cross Academy Trust

King's Cross Academy is sponsored by the King's Cross Academy Trust. The King's Cross Academy Trust is a single Academy Trust formed by the King's Cross Limited Partnership (KCCLP) and Michael and Clara Freeman. KCCLP is the developer responsible for the King's Cross redevelopment, including The Plimsoll Building and the new school premises. KCCLP is chaired by Sir David Clementi, former Deputy Governor of the Bank of England.



We are committed to safeguarding children and any appointment is subject to satisfactory checks and references. The position will require an Enhanced DBS check including barred list check. The post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 (as amended in 2013 & 2020). This means that applicants are not required to disclose details of any youth cautions or 'protected' criminal convictions, adult cautions or bind-overs they may have incurred.

The Academy safeguarding policy is included with the application pack and we ask you to read this before applying for a post.

Application forms can be found on the recruitment section of our website.

Completed applications should be sent to admin@kingscrossacademy.org.uk

JOB DESCRIPTION

Post Title:	Higher Level Teaching Assistant	Grade:	5
Contract:	One-year, fixed term contract	Salary Range	Point 12
Responsible to: Deputy Headteacher			

PURPOSE OF THE JOB

The Academy is committed to safeguarding and promoting the welfare of children and young people and requires all staff to share this commitment.

The HLTA will be:

- Positive and inspirational
- Keen to make a real impact
- Able to work in partnership with parents and carers to provide high quality and care for the children in our school
- A team player with good interpersonal skills

KEY RESPONSIBILITIES – HLTA

Teaching and Learning	<ul style="list-style-type: none">• 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
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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 in line with school policy.
Professional development	<ul style="list-style-type: none"> • 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
Safeguarding	<ul style="list-style-type: none"> • 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 in line with school policy and procedures
<p>Note: The HLTA will be required to follow school policies and the staff code of conduct.</p> <p>Please note that 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 employee 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.</p>	

PERSON SPECIFICATION

Post Title: Higher Level Teaching Assistant

You must demonstrate on your application form and during the selection process that you meet the following essential criteria: -

Factors	Essential
Qualifications & 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
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 from a qualified teacher)
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

**Personal
Qualities**

- 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