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Higher Level Teaching Assistant



SCHOOL

William Lovell C of E Academy – part of the
Lincoln Anglican Academy Trust

SALARY

G5 12-15 (£21,269 to £23,953 FTE)

START DATE

05th September 2022

LOCATION

Stickney, Lincolnshire

APPLICATION DEADLINE

08th July 2022

INTERVIEWS

w/c 18th July 2022

The opportunity to transform lives

What if every child was unique with intrinsic value? What if every member of staff was unique with intrinsic value? What if every school was unique with intrinsic value? At LAAT we believe that they are.

We're a Church of England trust so we call it being made in the image of God. But you don't have to. You just need to be able to look at our children and young people – however deprived or privileged, however difficult, or compliant, whatever their background, or ability, or culture, or gender – and know that what you do, how you teach them, what you give to them, how you relate to them can transform their lives. And then you have to have the energy, and passion, and drive, to give them your best.

We don't ask you to do this alone. We'll provide you with the support of an organisation who believes that you too are unique and valuable – valuable for who you really are.

So, is now the time to think hard about what you want and to look at what Greater Lincolnshire and Lincoln Anglican Academy Trust can offer you? A chance to grow your career, professional support and the opportunity to transform lives.

Within fabulous Greater Lincolnshire with its beautiful beaches, woods, wolds, fields and fens, its 2-university city and its access to new and growing technologies. Its reasonable priced houses and home to the Red Arrows.

Is now the time to find out more about us and to join our community of excellence, exploration and encouragement? In order to change lives with us, for the better.

Jackie Waters-Dewhurst
Chief Executive Officer

LAAT is a multi-academy trust formed by the Diocese of Lincoln in 2013, we've grown to serve 20 academies across three local authorities of Lincolnshire, North Lincolnshire, and North East Lincolnshire.

The LAAT Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will require the successful applicant to undertake an Enhanced criminal record check via the DBS.



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Matthew 13:32*

**For more information about
LAAT:**
www.thelaat.co.uk

**For more information about
the school:**
www.williamlovell.co.uk

William Lovell School

This is an incredibly exciting time to join William Lovell Church of England Academy. We are on an aspirational journey under new and ambitious leadership. There is an ambitious growth plan for the school, its staff, and students.

We are looking for an equally ambitious and enthusiastic Higher Level Teaching Assistant to help write the next chapter in the William Lovell story. You will add significant capacity as we enter a transformational period for the school. The successful candidate will need to have good communication and interpersonal skills, high expectations and a real commitment to achieving the very highest of standards.

This is a great opportunity for the right candidate to help shape the future for the school, our students, and the local community.

We are part of the Lincoln Anglican Academy Trust (LAAT). LAAT is a multi-academy trust formed by the Diocese of Lincoln. We are a growing and thriving family of schools who are dedicated to providing an excellent education for pupils across Lincolnshire. We place a strong emphasis on continued development. The relationship with the Trust brings great strength to all schools and enhances CPD opportunities for all staff.

Our Ethos

At William Lovell, we strive to create an inclusive atmosphere with a family-feel, where strength of character goes hand in hand with academic achievement. Within this we have high aspirations for our students.

Every person is valued within our school and we empower and challenge all, constructively building one another up, so that every person within our community is able to become the best version of themselves and to have the widest possible life choices. Subsequently, we hope to inspire every member of the community to have a positive impact on the world around them and to trust that they have the power to make a difference.

We ask our staff to be positive, creative, and resilient. They need to be able to quickly build strong relationships with students and be determined to give our children the absolute best of themselves. Our school values of Generosity, Respect, Justice, Forgiveness and Truth mean a huge amount to our team, and our staff should embody these values in everything they do.

In return, we can offer you the opportunity to be part of our happy, successful and ambitious school. We have an excellent staff team, wonderful students and a supportive school community.



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HLTA – William Lovell School

Grade: G5 12-15 (£21,269 to £23,953 FTE)
Salary: £15,976.08
Start date: 05th September 2022
Location: Stickney, Lincolnshire
Hours: 32.5pw, Term Time Only

The successful candidate will have experience of working with students over the whole age and ability range to deliver a wide range of activities, which support and enhance learning as well as personal and social development.

Applications are welcomed from candidates who can demonstrate that they:

- Are experienced Teaching Assistants who meet the criteria as set out in the Person Specification and have relevant experience.
- Have a strong work ethic and a willingness to strive for the best in achieving a caring and nurturing setting.
- Have a positive attitude and can actively contribute to the development of a dedicated and professional staff team.
- Share the schools aims and Christian values.
- Have a caring attitude.
- Have ambition and the drive to develop their skills and support the Senior Leadership Team.

Visits to our school are warmly welcomed and encouraged.

Application packs are available via the school website William Lovell Church of England Academy - Vacancies or the Trust website www.thelaat.co.uk or by contacting the school directly.

For further information, an informal discussion or to arrange a visit, please contact Mrs Rose, SENDco / Assistant Headteacher on 01205 480352.

Completed applications should be sent to: recruitment@stickney.lincs.sch.uk

Closing date for applications: 8th July 2022

Interviews: w/c 18th July 2022

Start date: 05th September 2022

BENEFITS

- 24 hour confidential helpline covering legal, financial, wellbeing, health and nutrition etc.
- Confidential counselling – up to 6 sessions free of charge
- Physiotherapy – up to 4 free sessions
- Stress Coaching – personalises coaching plans over 6 weeks, one to one with an OH Practitioner
- Virtual GP – Accessible by smart phone or computer, same day appointments available at time to suit
- Local Government Pension Scheme for support staff, Teachers Pension Scheme for Teachers.
- 25 days annual Leave for all support staff.
- Growth and Development processes in place for all employees to support CPD and Enhance professional practise.
- Access to over 70 online e-Learning courses to support development.

Job Description

Grade: G5 12-15 (£21,269 to £23,953 FTE)
Responsible to: SENDco / Assistant Headteacher

Core Purpose

To complement the teachers' delivery of the national curriculum and contribute to the development of our students, school policies and strategies.

To provide support for students, the teachers, and the school to raise standards of achievement for all, by utilising advanced knowledge of planning, monitoring, assessing and managing classes.

To work collaboratively with teaching staff and assist on the whole planning cycle and the management and preparation of resources.

To provide support for the students' welfare and support the inclusion of students in all aspects of school life.

To supervise whole classes during short-term absence of teachers.

Key Tasks and Responsibilities

Plan and prepare lessons with teachers, participating in all stages of the planning cycle, including evaluating and adjusting lesson plans.

Develop and prepare resources for learning activities.

Contribute to the planning of opportunities for students to learn in out-of-school contexts in line with school policies and procedures.

Within an agreed system of supervision and within lesson framework, teach whole classes covering PPA.

Provide detailed verbal and written feedback on lesson content, student responses to learning and student behaviour, to teachers and students.

Motivate and progress students' learning by using clearly structured interesting teaching and learning activities.

Be familiar with lesson plans, IEP targets and learning objectives.

Use behaviour management strategies, in line with the school's policy and procedures, to contribute to a purposeful learning environment and encourage students to interact and work cooperatively with others.

Support the role of parents in students' learning and contribute to/lead meetings with parents to provide constructive feedback on student progress, achievement and behaviour, maintaining sensitivity and confidentiality at all times.

Assist teachers in evaluating progress through a range of assessment activities.

Assist in maintaining and analysing records of students' progress.

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Matthew 13:32

Support and guide other less experienced teaching assistants work in the classroom when required and lead training for other support staff.

Recognise and challenge any incident which forms abuse of equal opportunities, ensuring compliance with relevant school policies.

Understand and implement school child protection policies and comply with legal responsibilities.

Foster and maintain constructive and supportive relationships with parents/carers, exchanging appropriate information, facilitating their support for their child's attendance, access and learning, and supporting home to school and community links.

Other

The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.

The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.

All employees need to be aware of the possible abuse of children and vulnerable adults and if concerned need to follow the Academies' Safeguarding Policy. In addition, employees working with children have a responsibility to safeguard and promote their welfare during the course of their work.

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Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criterion through reference to your work or relevant experience.

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Training/Qualifications/Experience

Essential Desirable

5 O Level/GCSEs (English & Mathematics at grade C or above or equivalent)	*	
Have HLTA status (or qualified teacher status) or similar experience		*
Other relevant qualifications (e.g., Foundation degree in Education)		*
Experience of working within a Secondary School	*	
Recent experience of working with children of relevant age and contributing to learning and development	*	
NVQ in supporting teaching and learning		*
Previous experience of working as a HLTA		*
Planning and teaching individuals, groups, and whole classes		*
Ability to teach more than one subject.		*

Professional knowledge and understanding

HLTA standards	*	
Relevant policies, codes of practice and legislation including safeguarding	*	
Understanding of planning requirements for pupils of differing ages and abilities	*	
Experience and knowledge of implementing effective behaviour management strategies	*	
Multi agency working		*
First Aid		*

Safeguarding Children

Current Safeguarding Training		*
Enhanced DBS Clearance	*	
Awareness of the importance of safeguarding and promoting the welfare of children	*	
A commitment to maintaining up to date knowledge of child protection legislation and guidance	*	

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Personal and Professional Skills and Attributes

Promote the Christian ethos of the school	*	
Inspire, challenge, motivate and empower others to carry the vision forward to improve outcomes for children	*	
Demonstrate effective teamwork skills	*	
Plan effectively to meet children's interests	*	

Approach to work – candidates should:

Have a commitment to work effectively with other professionals to plan and deliver activities to meet the needs of the children	*	
Show a commitment to working in partnership with parents, governors and colleagues both inside and outside of the LAAT	*	
Be an outstanding role model	*	

Our commitment to you

We believe that all our Schools are fantastic places to work. Our commitment to you is important, throughout the recruitment process and beyond. Our culture is one of development, equality, and consistency. We aim to demonstrate this through the below:

Transparency – we will treat you with respect, honesty, and fairness.

Protecting your privacy – we will ensure your information is secure and handled sensitively and in line with our Privacy Policy for prospective staff.

Showcasing talent – we will provide a good opportunity for you to share your skills, experience, and potential.

Feedback – we will provide constructive feedback professionally.

Listening – we welcome feedback.

We hope to ensure that you have a positive experience throughout the recruitment process by:

Providing you with clear, accurate and timely information.

Giving you the opportunity to ask questions – and providing you with answers.

Following a fair assessment process.

Please see the link below to our privacy notice for prospective candidates:

[Policy documents - LAAT \(thelaat.co.uk\)](https://thelaat.co.uk/policy-documents)

The LAAT Trust promotes diversity and wants a workforce which reflects Christian Values. Applications are welcome from all, irrespective of gender, sexuality, race, religion, marital status, age, or disability.

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Where to find us

William Lovell Church of England Academy,
Main Road, Stickney, Lincolnshire, PE22 8AA

Telephone: 01205 480352

Email: william.lovell@stickney.lincs.sch.uk

