



Joseph Cash Primary School

HLTA – Grade 4

8.30am – 4pm

Monday – Friday

Job Purpose

To work collaboratively with the responsible classroom teacher in their responsibility for the development and education process by utilising detailed knowledge and specialist skills to undertake 'specified work' and provide care and supervision to children/young people.

Main Duties

Under the direction and supervision of teaching/senior staff:

- Undertake appropriate planning and preparation of lessons and courses for individuals, groups and whole classes.
- Deliver agreed lessons and learning experiences to individuals, groups and whole classes as required.
- Assess the development, progress and attainment of pupils.
- Report on the development, progress and attainment of pupils to the responsible teacher as appropriate.
- Use specialist skills to undertake those activities necessary to meet the physical and emotional needs of individuals and groups of children/young people, including those pupils with special educational, physical or emotional needs.

Job responsibilities and tasks may include:

1. Work with the teacher in lesson planning, evaluating and adjusting lessons/work plans for individuals, groups of pupils or a whole class as appropriate.
2. Implement agreed learning activities/teaching programmes using strategies in liaison with the teacher, to support pupils to achieve learning goals.
3. Monitor and evaluate pupil's responses to learning activities through observation and planned recording of achievements against pre-determined learning objectives.

4. Provide objective and accurate feedback and reports as required, to the teacher on pupil achievement, progress and other matters.
5. Establish productive working relationships with pupils providing feedback to them in relation to progress and achievement.
6. Manage, prepare and maintain equipment and teaching resources for lessons and activities including the control of stock within the classroom.
7. Undertake supervision and discipline of pupils within the procedures of the school/service, providing feedback to pupils.
8. Promote pupil independence in learning, social and mobility skills and employ strategies to recognise and reward achievement of self-reliance.
9. Ensure that pupils are able to safely use equipment and materials provided.
10. Provide support for local and national learning strategies e.g. Literacy, Numeracy, KS3, Early Years.
11. Support the implementation of programmes designed by other professionals such as educational psychologists and speech and language therapists.
12. Liaise sensitively and effectively with other professional staff and when reporting information from/to parents/carers, contributing to meetings to discuss a specific child's progress as appropriate.
13. Establish constructive relationships and communicate with other agencies /professionals, in liaison with the teacher, to support achievement and pupil progress.
14. Assist the teacher in monitoring and analysing records of pupils' progress.
15. Utilise ICT in learning activities and develop pupils' competence and independence in its use.
16. Assist at an appropriate level and within the school's protocols, with the provision of general care and welfare of pupils which may include:
 - assistance with the personal hygiene routines, e.g. toilet training, changing of incontinent children, dressing and undressing;
 - the changing of soiled clothing and its disposal in an appropriate way;
 - assisting with children's injuries and, where appropriately qualified, administering first aid;

- assist with the administering of medicines under the direction of the appropriate medical staff;
- assist with the identification and monitoring of children's general health and welfare.

17. Be aware of and comply with policies and procedures relating to child protection, health and safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.

18. Support and contribute to the overall ethos/work/aims of the school.

19. Assist with the supervision of pupils outside of lesson times, including before and after school and during lunchtime.

20. Assist with group/whole class activities within and away from the classroom/school, such as PE, swimming, educational visits.

21. Participate in personal and professional development activities to meet the changing demands of the job and encourage and support other staff in their development and training.

22. Attend and participate in relevant meetings as required.

23. Assist in the supervision, training and development of volunteer helpers, students or other staff in the classroom.

24. Any other duties and responsibilities within the range of the salary grade.

All duties and responsibilities must be carried out with due regard to the City Council's Health and Safety Policy.

Post holders will be accountable for carrying out all duties and responsibilities with due regard to the City Council's Equal Opportunities Policy.

Duties which include processing of any personal data, must be undertaken within the corporate Data Protection Guidelines (Data Protection Act 1998)

Responsible to: Headteacher

Date Reviewed: December 2025

Person Specification

Knowledge:	<ul style="list-style-type: none"> • Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation • Working knowledge of national curriculum and other relevant learning programmes • To understand the principles of child development and learning processes and in particular, barriers to learning • Full understanding of the range of support services and providers
Skills and Abilities:	<ul style="list-style-type: none"> • Ability to plan effective actions for pupils at risk of underachieving • Ability to self evaluate learning needs • Ability to relate well to children and adults • Ability to work constructively as part of a team • Ability to utilise ICT effectively to support learning
Experience	<ul style="list-style-type: none"> • Experience of working with children of relevant age or with general/specific special needs
Education	<ul style="list-style-type: none"> • Excellent Literacy and Numeracy skills equivalent to NVQ 2 in English and Maths • NVQ 3 for Teaching Assistants or equivalent qualification or experience • Training in relevant strategies e.g. literacy and/or in a particular curriculum/learning area e.g. ICT, Maths • Meet Higher Level teaching Assistant standards
Safeguarding	<ul style="list-style-type: none"> • Enhanced DBS and Children's Barred List clearance. • Motivation to work in an environment with children and young people.