

HOLLYFAST PRIMARY SCHOOL

Higher Level Teaching Assistant





Location: Hollyfast Primary School
Post: Higher Level Teaching Assistant
Grade: Grade 4 Spine point 6-10 dependent on experience
 £23893 - £25545 Full Time Equivalent (£20733-£22167 pro rata)
Closing Date 12th May 2024

Responsibility for:

Directorate: People
Service: Primary Schools
Duration: Permanent – 39 weeks per year
Time: 37 hours per week - (half an hour lunch break)
Start date: As soon as possible

AIM high, GROW within and REACH beyond the stars ★

Responsible to Head Teacher

- To be responsible to the Head Teacher and the Governing Body as an effective member of the school's staff team.
- To support the school in its development and education process by providing care and supervision to all children, including those who have special, physical, emotional and educational needs
- To support children's learning activities
- To help keep children safe
- Promote positive behaviour
- Develop and promote positive relationships
- Support the development and effectiveness

Our School

Thank you for taking the time to read through our Job Description for a new HLTA vacancy. We are a three-form entry primary school, based in the area of Coundon, Coventry. Due to an increasing demand for places, and a very positive reputation within the local area, the school has continued to grow in size. Being one of the largest schools in Coventry, we have a great opportunity to be an integral part of the local community. Although big in size and numbers, Hollyfast has a real family feel. We perceive this to be one of our strengths. Staff and children feel a sense of belonging and are extremely supportive of each other.

Mr Watson joined the school in January 2022 and has built a new team around him who all share the same values and passion for driving the school forward to encourage the children to "Aim High, Grow within and Reach beyond the stars".

In a recent Ofsted Inspection, the school was rated as good, with inspectors noting that "Every day, happy pupils thrive, surrounded by love and care" and "staff feel that the school is well-led and managed. They value the support provided to them for their emotional well-being by caring leaders and dedicated governors".



We strongly encourage you to make an appointment to come and visit our wonderful school. Please also visit our Facebook page, Hollyfast Primary School, to see what you could be apart of.

The Post

We are seeking to recruit an enthusiastic Higher Level Teaching Assistant, who can work across the school from Pre-School to Year 6. We are looking for someone with initiative and a willingness to become an active member of our friendly and professional staff, where meeting the learning potential of our students is our highest priority.

The post will include:-

- To support children's learning activities.
- To help to keep children safe.
- Promote positive behaviour.
- Develop and promote positive relationships.
- Support the development and effectiveness of work teams.
- Reflect on and develop practice.
- Maintain confidentiality at all times.

Main Duties and Responsibilities

Under the guidance of teaching/senior staff and within an agreed system of supervision

- Undertake appropriate planning and preparation of lessons and course 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, including those pupils with special educational, physical or emotional needs
- To manage and co-ordinate the work of a group of educational support staff, including the monitoring of work and performance development
- Attend weekly professional learning sessions with teachers
- Take part in our bespoke coaching programme

JOB RESPONSIBILITIES AND TASK MAY INCLUDE SOME OF THE FOLLOWING:

- Work with the teacher in lesson planning, evaluating and adjusting lessons/work plans for individuals, groups or a whole class as appropriate
- Implement agreed learning activities/teaching programmes using strategies in liaison with the teacher, to support pupils to achieve learning goals
- Monitor and evaluate pupils' responses to learning activities through observation and planned recording of achievements against pre-determined learning objectives
- Provide objective and accurate feedback and reports as required, to the teacher on pupil achievement, progress and other matters
- Establish productive working relationships with pupils providing feedback to them in relation to progress and achievement
- Manage, prepare and maintain equipment and teaching resources for lessons and activities including the control of stock within the classroom
- Undertake supervision, and discipline of pupils within the procedures of the school providing feedback to pupils
- Promote pupil independence in learning, social and mobility skills and employ strategies to recognise and reward achievement of self-reliance
- Ensure that pupils can safely use equipment and materials provided.
- Provide support for local and national learning strategies
- Support the implementation of programmes designed by other professionals such as educational psychologists and speech and language therapists
- 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
- Establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and pupil progress
- Assist the teacher in monitoring and analysing records of pupils' progress
- Utilise ICT in learning activities and develop pupils' competence and independence in its use
- 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
 - 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
- Support and contribute to the overall ethos/work/aims of the school;
- Assist with the supervision of pupils outside of lesson times, including before and after school and during lunchtimes
- Assist with group/whole class activities within and away from the classroom/school, such as PE, swimming, educational visits

- 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
- Attend and participate in relevant meetings as required
- Cover half an hour lunch break with children

Any other duties and responsibilities within the range for the salary grade.

Support for the School

- Contribute to self- evaluation practices within school.
- Develop and maintain working relationships with other practitioners.
- Participate in CPD opportunities.
- Reflect on and develop your own practice.
- Play an active role in the Health and Safety procedures and safeguarding policy.
- Act upon the risk assessment procedures that are in place to support all learners.

Professional responsibility

- Undertake an annual review to discuss achievements in line with the job description and identify any training needs.
- Undertake any necessary training to ensure an up to date working knowledge of the support for teaching and learning.
- Attend relevant training courses to update knowledge and extend understanding within particular areas.
- To comply with the School's Professional Code of Conduct as part of the terms and conditions of employment and it is the responsibility of the employee to read the Code and all employees are responsible for their own actions.
- 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.
- Any other duties and responsibilities within the range and salary grade.

Our school is committed to safeguarding children and promoting children's welfare. This post is subject to all the relevant pre-employment checks set out in Keeping Children Safe in Education, including an enhanced DBS certificate with a barred list check.

The post holder must comply with Coventry City Council's Health and Safety policy and in particular is required:-

- To take reasonable care for their own health and safety at work and of those who may be affected by their actions or by their omissions
- To co-operate with their line manager and senior management, to work safely, to comply with health and safety instructions and information and undertake appropriate health and safety training as required
- Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare
- To report to their manager any health and safety concerns, hazardous condition or defect in the health and safety arrangements.

Any further Health and Safety responsibilities relevant to this post will be set out in the offer letter and Written Statement of Particulars

The post holder must comply with the Interagency procedures of the Safeguarding Boards and Coventry City Council's policies for safeguarding children and safeguarding adults and in particular is required:-

- To ensure they are aware of the signs that may suggest a child or vulnerable adult is being abused or neglected
- To report to their Head Teacher, or other appropriate manager, any concerns they may have that suggest that a child or vulnerable adult may be being abused or neglected immediately

This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS).

Any further Safeguarding Board responsibilities relevant to this post will be set out in the offer letter and Written Statement of Particulars

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.

Responsible to: Head Teacher



HLTA PERSON SPECIFICATION

CRITERIA	QUALITIES
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 HLTA qualification, or working towards
EXPERIENCE	<ul style="list-style-type: none"> Experience working in a school environment or other educational setting Experience of working with children/young people Experience of planning and delivering learning activities
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	<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

