



Job Description – Level 4 Teaching Assistant/HLTA

The Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment.

Job title: Level 4 Teaching Assistant/HLTA

Salary: Grade D+ £28,141.61-£29,539.97 (pro rata)

Hours: 30 hours per week

Contract type: Fixed term until 31.08.2027

Reporting to: Headteacher

Main purpose

To complement the professional work of teachers by taking responsibility for agreed learning activities under an agreed system of supervision.

To advance pupils' learning in a range of classroom settings, including working with individual pupils or groups and whole classes where the assigned teacher is not present, e.g. PPA time or covering short term absence. Activities involve planning, preparing, and delivering learning lessons as well as monitoring pupils, assessing, recording and reporting on pupils' achievement, progress and development, under the direction of the class/subject teacher.

Responsible for the management and development of a specialist area within the school and/or management of other teaching assistants including allocation, monitoring of work, appraisal, and training.

To contribute to the overall ethos and aims of the school.

Duties and responsibilities

Supporting learning and development

- Cover short term teacher absence, planning, preparing, and delivering lessons as appropriate.
- Within an agreed system of supervision, plan teaching and learning objectives, prepare and deliver learning activities and evaluate and adjust lessons/work plans according to pupil responses/needs

Monitor, record and evaluate pupil responses to learning activities through a range of assessment and monitoring strategies against pre-determined learning objectives

- Interact with pupils in ways that support the development of their ability to think and learn, and work independently
- Support the development and implementation of appropriate behaviour management strategies, to anticipate and manage behaviour constructively, promoting self-control and independence
- Support pupils in their social and emotional wellbeing, and develop and implement related social, health and physical programmes
- Take account of the effects of different parenting approaches, background and routines, and be involved in home school liaison
- Encourage and motivate pupils to promote independence and resilience and increase self-esteem
- Participate in the development, implementation and monitoring of systems relating to attendance and integration e.g. registration, truancy, pastoral systems etc.
- Accompany or act as a group leader on educational visits, and other activities outside of the classroom, supervising the pupils
- Provide supervision during breaks and lunchtimes as required

Communication

- Establish constructive and respectful relationships with parents/carers, exchange appropriate information, facilitate their support for their child's attendance, access and learning and support home to school and community links.
- Play an appropriate part in establishing effective relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of pupils

Sharing information

- Provide objective and accurate feedback and reports on pupil attainment, progress and other matters, ensuring the availability of appropriate evidence
- Participate in meetings with other staff, external professionals, and parents, regarding pupils, in a support capacity to the teacher, who will normally lead on such matters

- Pay due regard to professional boundaries, maintaining appropriate levels of confidentiality
- Participate in staff meetings
- Share information about pupils with teachers and other professionals as required

Safeguarding and promoting the welfare of children/young people

- Assist pupils with personal hygiene, and welfare, including physical and medical needs and personal intimate care, whilst encouraging independence
- Be responsible for promoting and safeguarding the welfare of pupils that you are responsible for and come into contact with, reporting concerns as appropriate

Administration/other

- Organise and manage an appropriate learning environment and resources
- Support the use of IT to advance pupils' learning and use common IT tools for own and pupils' learning
- Assist with administrative support e.g. dealing with correspondence, compilation/analysis, reporting on attendance, exclusions etc., making phone calls
- Supervise and provide access arrangements for pupils sitting internal and external examinations, ensuring that examinations comply with Examination Board Regulations
- Participate in training and appraisal

Data protection

- To comply with the Trust's policies and supporting documentation in relation to Information Governance this includes Data Protection, Information Security and Confidentiality

Health and safety

- Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure
- Work with colleagues and others to maintain health, safety, and welfare within the working environment

Equalities

- Promote inclusion and acceptance of all pupils

- Ensure services are delivered in accordance with the aims of the equality Policy Statement
- Develop own and team members understanding of equality issues

Customer service

- The Trust requires a commitment to equity of access and outcomes, this will include due regard to equality, diversity, dignity, respect and human rights and working with others to keep vulnerable people safe from abuse and mistreatment
- The Trust requires that staff offer the best level of service to their customers and behave in a way that gives them confidence. Customers will be treated as individuals, with respect for their diversity, culture, and values

Person specification

CRITERIA	DESIRABLE QUALITIES
Qualifications	• Level 2 numeracy & literacy qualification or equivalent • Relevant NVQ level 4 or foundation degree (or suitable experience) • HLTA status or QTS (or suitable experience) • First aid training
Experience	• Significant experience of working with children in an education setting • Experience of delivering evidence-based interventions that accelerate learning • Experience in a relevant specialism e.g. Art/Music/Sport
Skills and knowledge	• Good understanding of child/young people's development and learning processes • Understanding of individual children and young peoples' needs • An understanding that children/Young people have differing needs and knowledge of inclusive practice • Knowledge of Behaviour Management techniques • Knowledge of Child Protection and Health & Safety legislations and procedures • Demonstrable IT skills and ability to use them as part of the learning process, or the ability to develop IT skills in a reasonable timeframe • Good written and verbal communication skills: able to communicate effectively and build good relationships with all teachers, children, young people, families, and carers
Personal qualities	• Demonstrable interpersonal skills • Ability to work successfully in a team • Able to exercise judgement • Confidentiality • Flexibility
Other requirements	• Enhanced DBS clearance • To be committed to the school's policies and ethos

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