Wrekin View Primary School and Nursery



Job Description

Higher Level Teaching Assistant

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Description automatically generated

Learning Together to Achieve Forever

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| Position:  Grade:  Responsible To:  Responsible For: | HLTA  Scale 5 Point 13 - 17  Phase Leader | |
| Hours:  Weeks:  Holidays: | 35 hours per week  Term Time + PD Days  Not to be taken during Term Time | |
| Conditions of Employment | The Terms and Conditions set out by the Local Authority, adopted by the Governing Body and any other conditions set out in the job description or letter of appointment. | |
| Main Purpose of the Post | The main purposes of the post is to:   * To complement the professional work of the teachers by taking responsibility for agreed learning activities under an agreed system of supervision. This may involve planning, preparing and delivering learning activities for individuals/groups or short term for whole classes and monitoring pupils and assessing, recording and reporting on pupils’ achievement, progress and development. | |
| Principal Duties and Responsibilities | **Support for Pupils**   * Assess the needs of pupils and use detailed knowledge and specialist skills to support pupils’ learning. * Lead planning cycles of work under supervision. * Deliver lessons to whole class/groups. * Demonstrate specialist knowledge in curriculum area/subject. * Establish productive working relationships with pupils, acting as a role model and setting high expectations. * Develop and implement IEPs. * Promote the inclusion and acceptance of all pupils within the classroom. * Support pupils consistently whilst recognising and responding to their individual needs. * Encourage pupils to interact and work co-operatively with others and engage all pupils in activities. * Promote independence and employ strategies to recognise and reward achievement of self-reliance. * Provide feedback to pupils in relation to progress and achievement. | |
|  | **Support for Teachers**   * Organise and manage an appropriate learning environment and resources. * Within an agreed system of supervision, plan challenging teaching   and learning objectives to evaluate and adjust lessons/work plans as appropriate.   * Monitor and evaluate pupil responses to learning activities through a range of assessment and monitoring strategies against pre-determined learning objectives. * Provide objective and accurate feedback and reports as required on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence. * Provide knowledge to staff in specialist lead area. * Record progress and achievement in lessons/activities systematically and providing evidence of range and level of progress and attainment. * Work within an established discipline policy to anticipate and manage behaviour constructively, promoting self-control and independence. * Supporting the role of parents in pupils’ learning and contribute to/lead meetings with parents to provide constructive feedback on pupil progress/achievement etc. * Administer and assess/mark tests and invigilate exams/tests. * Production of lesson plans, worksheets, plans etc. | |
|  | **Support for the Curriculum**   * Deliver learning activities to pupils within an agreed system of supervision, adjusting activities according to pupil responses/needs. * Deliver local and national learning strategies, e.g. literacy, numeracy, early years and make effective use of opportunities provided by other learning activities to support the development of pupils’ skills. * Use ICT effectively to support learning activities and develop pupils’ competence and independence in its use. * Select and prepare resources necessary to lead learning activities, taking account of pupils’ interests and language and cultural backgrounds. * Advise on appropriate deployment and use of specialist aid/resources/equipment. | |
|  | **Support for the School**   * Comply with and assist with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person. * Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop. * Contribute to the overall ethos/work/aims of the school. * Establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support   achievement and progress of pupils.   * Take the initiative as appropriate to develop appropriate multi-agency approaches to supporting pupils. * Recognise own strengths and areas of specialist expertise and use these to lead, advise and support others. * Deliver out of school learning activities within guidelines established by the school. * Contribute to the identification and execution of appropriate out of school learning activities which consolidate and extend work carried out in class. | |
|  | **Other**   * Be aware of and comply with policies and procedures related to child protection, health and safety, security, confidentiality and data protection, reporting all concerns to an appropriate person. * Be aware of and support difference and ensure equal opportunities for all. * Contribute to the overall ethos, work and aims of the school. * Establish constructive relationships and communicate with other agencies and professionals. * Participate in training and other learning activities and performance development as required. * Attend and participate in regular meetings as required. * Recognise own strengths and areas of expertise and use these to advise and support others. * The Headteacher may, from time to time, require the post holder to carry out other duties as required. | |
| Person Specification  E = Essential  D = Desirable | * Experience working with children of the relevant age in a learning environment **(E)**. * Meet Higher Level Teaching Assistant standards (or equivalent qualification) **(E)**. * Numeracy/Literacy skills – to at least GCSE standard or equivalent **(E)**. * Training in relevant learning strategies, e.g. Literacy **(E)**. * Specialist skills/training in the curriculum or learning area, e.g. bi-lingual, sign language, ICT **(E)**. * Can use ICT effectively to support learning **(E)**. * Full working knowledge of relevant policies/codes of practice/ legislation **(D)**. * Working knowledge and experience of implementing national/ foundation stage curriculum and other relevant learning programmes/strategies **(E)**. * Good understanding of child development and learning processes **(E)**. * Understanding of statutory frameworks relating to teaching **(D)**. * Ability to organise, lead and motivate a team **(D)**. * Constantly improve own practice/knowledge through self-evaluation and learning from others **(E)**. * Ability to relate well to children and adults **(E)**. * Skill, flair or aptitude in a specialised area **(D)** * Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these **(E)**. | |
| Signatures  Signature of Manager  Signature of Post Holder  Date | | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |