

# Recruitment Pack HLTA (and Pastoral Support)

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***I believe that our greatest strength is the integrity and passion of all our staff.***

Steve Evans  
CEO Polaris Multi-Academy Trust

# Welcome



## ***Welcome to the Polaris Multi-Academy Trust***

**Polaris Multi-Academy Trust, where our guiding principle is inspired by the North Star. Just as Polaris has served as a beacon for explorers throughout history, our Trust is committed to guiding our schools, our people, and our children and young people towards excellence and purpose. Our mission is to create a culture that enables everyone in the Trust to be the best they can be, while celebrating the unique identity of each school as the foundation for success.**

At Polaris, we value high expectations, honesty, compassion, and fairness. We foster curiosity and a love of learning, encouraging everyone to embrace new ideas and opportunities. Our vision is clear: everyone in the Trust will develop the confidence, resilience, and aspiration to reach their full potential. We provide a broad and balanced education that inspires future generations and instils a lifelong love of learning.

Our support structures are designed to empower school leaders and staff. From governance and school improvement to finance, HR, estates, IT, and catering, we deliver comprehensive services that reduce workload, enhance efficiency, and provide excellent service. We place strong relationships, transparency, and clarity at the heart of everything we do, ensuring that our resources are aligned with the needs of our schools.

We are also deeply committed to professional development and collaboration. Through CPD programmes, networking opportunities, and trust-wide initiatives, we invest in the growth of our staff and the continuous improvement of our schools. Our approach is research-informed and impact-driven, with a clear focus on succession planning and talent retention.

As we continue to grow, we do so with both care and ambition, ensuring our expansion strengthens sustainability, supports academic success and wellbeing, and enhances our strong regional presence and reputation.



**Steve Evans**

CEO Polaris Multi-Academy Trust





**Polaris**  
Multi-Academy Trust



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***“Principles are  
the basis for  
developing a vision  
and value system  
for all.”***

# Visions & Values

## Our Mission

- To create a culture that enables everyone in the trust to be the best they can be
- To ensure that each school's unique DNA is used as a platform for the success of the children and young people we educate and care for

## Our Vision

- Everyone in the trust has the confidence, resilience and aspiration to reach their potential

## Our Values

- We have high expectations
- We are honest, compassionate and fair
- We are curious, we embrace learning and new ideas

# The Polaris Family



## *Schools within the Polaris Multi-Academy Trust*



Field Lane Primary  
Rastrick





# The Polaris Family

## ***Our schools are located across West Yorkshire.***

Staff from across the Trust can share expertise, practice, and resources because of the close proximity of each of our schools. Our schools are accessible from Junctions 24 and 25 of the M62, and is just 25 minutes from Leeds and 35 minutes from Manchester.



A photograph of three office workers in a hallway. On the left, a woman with long brown hair, wearing a black blazer over a leopard-print top and skirt, is pointing at a tablet. In the center, a woman with long blonde hair, wearing a grey blazer over a white collared shirt and a lanyard with a badge, is smiling. On the right, a man with a beard, wearing a blue checkered blazer, is looking towards the women. The background shows a wooden door and a grey wall.

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***We have a happy workplace. The group of staff have moulded together well and we have fun while we are here.***

Carole - Payroll Manager



## *What's it like to work for our Trust?*

**Our Trust has a reputation as an outstanding employer. This great reputation is built on the culture of support we offer our team. We have an outstanding induction programme, that will ensure that you make a great start to your career with us.**

As well as the training highlighted above, our Trust offers apprenticeships in a wide range of areas of the business, from Site and Facility roles to Administration and Finance.

We work closely with Teaching School Hubs and other Initial Teacher Training providers to enable staff to train to teach. We always promote and provide opportunities for our staff to work together and collaborate. This commitment comes from our belief that we can all benefit from each other's experience and expertise, in turn this team approach helps ensure that you feel listened to, valued and supported.

We pride ourselves on staff wellbeing being at the centre of Trust and our School Leaders decision making, this why we work hard to ensure that staff know they are appreciated and rewarded for the excellent work they do.





## ***What's it like to work for our Trust?***

The Trust Central Team supports our schools and employees through the running of a high-quality services, designed to deliver you important information to your fingertips. This includes integrated payroll that enables you to view and store all your salary documents digitally on your phone. The Trust's HR support dovetails with this easy to reach approach, ensuring that if/when you need more advice and guidance, it's there for you when you need it.

The communities we serve have individual identities which reflect our vision for celebrating the uniqueness of each school in our Trust. Our schools have the autonomy to learn, explore and develop their practice, led by committed and highly skilled Heads of School. Alongside this autonomy, our schools are committed to collaboration and the sharing of resources and best practice.

The Polaris Multi Academy Trust is committed to recruiting staff who are passionate about providing every child and young person the opportunities and experiences, that give our children and young people the skills, knowledge and confidence to reach and go beyond their potential.





# Our Benefits

*and why they matter*

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***The CPD on offer at the Trust is second to none.***

Johnny - Assistant Site Manager



The Polaris Multi-Academy Trust is a great place to work and we really hope you'll agree. In addition to your competitive salary and a talented team of colleagues to work alongside, we offer a wide range of benefits to save you money, keep you healthy and help you enjoy your time at work. You'll also find plenty of opportunities to develop and progress your career at the Polaris MAT. We strive to develop and promote our own. We encourage professional development and promote internal growth, but not just upwards. We want you to have the chances to move into broader roles across our Trust and into different areas.

## ***Professional Development opportunities***

We offer regular training and access to a range of internal and external programmes tailored to your learning throughout your career, including NPQs and other professionally accredited qualifications. There are opportunities for career progression with your home school or in other schools across the Trust as well as opportunities to move from our support team to a teaching role.



Professional Development  
Opportunities



Opportunities for  
Progression



Performance Management  
Process

# Benefits

## Financial

We offer a competitive salary for both teaching and support staff, whereby pay progression is possible on an annual basis.

Access to and auto enrolment into a highly attractive pension plan for all staff.



Pension



Competitive Salary

## Wellbeing

A generous holiday allowance for support staff and all our school calendars are designed to fit well with the 1265hrs allowance for teachers.

Training day events specifically designed to support staff wellbeing.

Staff feedback events designed to enable you to share how we can be even better at what we do.

Access to the cycle to work scheme.



Wellbeing



Flexible Working



# Benefits

## Facilities

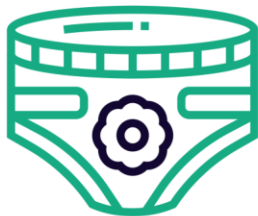
We have great school buildings with well-maintained and modern facilities.

On-site catering with great food, reasonably priced for staff.

Free car parking at every school.

Access to the fantastic Rastrick High School gym on weeknights.

Preferential access and a discounted rate to the outstanding Smarties Nursery based in Rastrick.



Discounted Nursery



On-site Gym



On-site Parking



On-site Catering



Modern Facilities

# Benefits

## Rewards & Recognition



**YouStar** is the home of employee benefits, to recognise and reward our staff. With access via the app, staff can save or say "thank you" on the go.

### Save money with exclusive employee discounts

The **SmartSpending™** app gives staff access to YouStar discounts and offers on the go. Browse the deals of the week and top offers to see what's available, or search by retailer or category to find the retailers and discounts you're looking for. Staff can also click the star at the top of any retailer page on the app to make them your 'favourite,' then you'll be notified when they go on special promotion.



Sometimes recognition just can't wait!

Through **Connect+** app staff are able to say "thank you" or recognise a colleague for a job well done, anytime and anywhere.



# Job Description

<b>Job Title</b>	<b>HLTA (and Pastoral Support)</b>
<b>Reporting To</b>	<b>Head of School</b>
<b>Scale / Salary Range / Contract</b>	<b>NJC scale points 15 to 17</b> <b>FTE £30,024 - £31,022 per annum.</b> <b>The actual salary is £22,619 - £23,371 per annum, based on working 32.5 hours per week, term time only (inc. training days).</b>

## Core Purpose

- To complement the professional work of teachers by undertaking a specialist role working collaboratively with teaching staff and other support staff to enhance the development and education of all pupils, including those that are SEND and/or are regarded as vulnerable.
- To meet the specific needs of individual pupils, or a small group of pupils, as directed by teaching staff and in line with their individual needs.
- To undertake class supervision for whole classes, delivering prepared work from the agreed schemes of work, under guidance and support of the classroom teacher.
- To provide a visible, high-profile presence in the school that supports:
  - the delivery of a calm and orderly environment in and outside of the classroom.
  - excellent standards of pupil behaviour.
- To deliver programmes that support identified pupils to access their lessons.
- To liaise with all relevant staff to support pupils' progress and overall development.

## Key Accountabilities (and specific duties/responsibilities):

- Responsible for: n/a

## MAIN RESPONSIBILITIES

<b>1</b>	To take responsibility for agreed learning activities, prepared and delivered under an agreed system of supervision. This may involve planning, preparing and research for individual pupils and/or groups.
<b>2</b>	To support the school's high expectations for pupil behaviour and conduct by supporting teachers with pupil behaviour that disrupts their own and other pupils learning.
<b>3</b>	To establish productive working relationships with pupils, acting as a role model and setting high expectations.
<b>4</b>	To promote the inclusion and acceptance of all pupils in the academy, following individual support plans and/or education health care plans where necessary.
<b>5</b>	To encourage pupils to interact, work co-operatively and ensure that the academy's behaviour for learning policies are applied in and outside of the classroom.

# Job Description

6	Within an agreed system of supervision, deliver 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.
7	To support teachers in the feedback and reporting as required on pupil attainment and progress.
8	To deliver local and national learning strategies e.g. literacy, numeracy and make effective use of opportunities provided by other learning activities to support the development of pupils' skills.
9	To deliver pastoral support programmes to identified pupils and/or small groups of pupils.
10	To use ICT effectively to support learning activities and develop pupils' competence and independence in its use.

## Other Specific Duties

- To continue personal and professional development as required.
- Attend staff and other meetings and maintain confidentiality inside and outside the workplace.
- To actively engage in the performance review process.
- All support staff may be used to perform appropriate duties as and when required by the Trust, commensurate with the salary grade of that post if it is higher than the employee's current salary.
- To work in the best interests of the Trust, its pupils, parents and staff.
- To adhere to the Trust's policies and procedures with particular reference to Child Protection, Equal Opportunities, Teaching and Learning and Health and Safety.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown, but, in consultation with you, may be changed by the Trust to reflect or anticipate changes in the job commensurate with the grade and job title and/or Trust.

# Person Specification

Job Title: Higher Level Teaching Assistant (and Pastoral Support)		
KEY CRITERIA	ESSENTIAL	DESIRABLE
<b>Qualifications &amp; Experience</b>	<ul style="list-style-type: none"> <li>• 5 or more GCSE's (or equivalent) at C or better, including English and Maths</li> <li>• proficient use of technology, (PC, internet, MS Office packages) and understanding its use in supporting effective teaching and learning.</li> <li>• experience of teaching (or other relevant learning environments), covering groups or whole classes</li> <li>• basic experience of planning, either for lessons or for extra-curricular activities</li> <li>• basic experience of assessing student progress and contributing to assessment processes</li> </ul>	<ul style="list-style-type: none"> <li>• Degree level qualifications</li> <li>• A Level's qualifications</li> <li>• experience of working with young people with SEN</li> <li>• deal sensitively with people and resolve conflicts</li> <li>• previous experience as a teaching assistant / pastoral support worker / cover supervisor working with whole class activities</li> <li>• HLTA status or a commitment to achieving status within 1 year of taking post</li> <li>• experience of writing, monitoring and supporting individual support plans for pupils</li> </ul>
<b>Knowledge &amp; Understanding</b>	<ul style="list-style-type: none"> <li>• understanding of equal opportunities issues</li> <li>• basic knowledge of reward strategies and understanding how these could be applied</li> <li>• innovative approaches to working with pupils, parents and multi-agency partners</li> <li>• awareness and commitment to safeguarding and promoting the welfare of children and expecting all staff to share this commitment</li> </ul>	<ul style="list-style-type: none"> <li>• knowledge of the needs of SEN pupils in academic surroundings</li> <li>• knowledge and understanding of the testing process for SEN pupils; assessing, analysing and reporting to staff and parents</li> </ul>
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• ability to work consistently, prioritise and delegate appropriately, to handle pressure and to work to deadlines</li> <li>• ability to communicate clearly and sensitively, both orally and in writing, with pupils, parents / carers and staff</li> <li>• ability to work in a team, and collaboratively with other staff</li> <li>• ability to develop own understanding and capability through advice and training</li> <li>• think creatively and imaginatively to anticipate, identify and solve problems</li> <li>• demonstrate good judgment</li> <li>• readiness to accept and implement change, openness and willingness to learn and flexibility</li> </ul>	<ul style="list-style-type: none"> <li>• negotiate and consult fairly and effectively</li> <li>• ability to interpret and analyse data</li> <li>• achieve challenging professional goals</li> <li>•</li> </ul>



# Person Specification

<b>Personal Qualities</b>	<ul style="list-style-type: none"><li>• reliability, integrity and stamina</li><li>• respect confidentiality</li><li>• an excellent record of attendance and punctuality</li><li>• commitment to learning</li><li>• resilience and perspective</li><li>• set high standards and provide a role model for pupils and staff</li><li>• seek advice and support when necessary</li></ul>	
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