



HEARTS ACADEMY TRUST



HIGHER LEVEL TEACHING ASSISTANT JOB DESCRIPTION

HEARTS VALUES

Redefining Possibilities

Our HEARTS values form the foundation of our culture of care, inclusion, mutual respect, and service to our communities which empowers all to flourish and make a difference.

H



HAPPINESS

We promote **happiness** and good mental health & wellbeing by building relationships that have a strong, shared sense of purpose, where all are valued and belong. Our curriculum is rich in opportunities and experiences that ignite a love of learning.

E



EQUITY

We are engines of social justice: we ensure everyone is treated with **equity** and help those who need it, overcoming barriers and battling against unfairness.

A



ACHIEVEMENT

We facilitate and celebrate **achievement** within and beyond our schools, recognising the individuality of success, enabling all to fulfil their potential and prosper.

R



RESILIENCE

We develop **resilience** through hard work and cultivating courage in the face of adversity. We foster independence of thought, a willingness to take risks, persevere and learn from mistakes, taking responsibility over our decisions.

T



TRUTH

We model **truth**, integrity and authenticity: doing the *right* thing, because it is the right thing, even when it is difficult.

S



SPIRITUALITY

We promote **spirituality** through empathy, reflection and appreciating diverse backgrounds and cultures. We endeavour to live life in all its fullness through a deepening sense of awe and curiosity, expanding connections with the wider world around us.

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HEARTS Academy Trust, HEARTS House, 2 Mount Road, Wickford, Essex, SS11 8HE

HIGHER LEVEL TEACHING ASSISTANT JOB DESCRIPTION

Qualifications & Experience

Detail	Examples
Job Title	Higher Level Teaching Assistant (HLTA)
Grade	Band 3, points 6 - 11
Reports to	Teacher
Responsible for	Learning Support Assistants
Liaison with	Pupils Administrative Staff Headteacher Teaching staff Catering and Caretaking Staff
Job Purpose	<ul style="list-style-type: none"> To work with teachers as part of a professional team to support learning activities for classes. The primary focus will be to work under the professional direction of a teacher and within an agreed system of supervision in delivering lessons set by or with teachers HLTAs will be expected to progress pupils' learning and to assess, record and report on development, progress and attainment as agreed with the teacher. This will include delivering interventions All HLTAs will be expected to work across any year group that the head decides (from nursery to year 6) To work with a team of LSA's across the Trust to develop good working practices within a supportive environment
Principal Accountabilities	<ul style="list-style-type: none"> Under the direction of the teacher, deliver challenging teaching and learning objectives Use detailed knowledge and specialist skills to support and progress pupils' learning Deliver agreed learning activities to pupils, adjusting activities according to pupil responses/needs Building a bank of expertise throughout the Trust by working with team members of other schools within the HEARTS Academy Trust
Duties	<p>SUPPORT FOR THE TEACHER</p> <ul style="list-style-type: none"> Organise and manage an appropriate learning environment 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 to teachers Record progress and achievement in lessons/activities systematically and provide evidence of range and level of progress and attainment Establish a clear framework for discipline in line with established policy, anticipate and manage behaviour constructively, promoting self-control and independence

	<ul style="list-style-type: none"> • Support the role of parents in pupils' learning and contribute to/lead meetings with parents to provide constructive feedback on pupil progress/achievement etc. <p>SUPPORT FOR PUPILS</p> <ul style="list-style-type: none"> • Establish productive working relationships with pupils, acting as a role model and setting high expectations • 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 • To administer first aid and medication when required <p>SUPPORT FOR THE CURRICULUM</p> <ul style="list-style-type: none"> • Use ICT effectively to support learning activities and develop pupils' competence and independence in its use • Select and prepare resources necessary to deliver learning activities, taking account of pupils' interests and language and cultural backgrounds • Liaising with LSA's in other Trust schools, in person and electronically to improve teaching and learning throughout the Trust
General	<ul style="list-style-type: none"> • To attend relevant training and meetings as required • To respect confidentiality at all times • 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 • To participate in the performance and development review process, taking personal responsibility for the identification of learning, development and training opportunities in discussion with the line manager • To understand and apply school policies in relation to the health, safety, welfare and behaviour of pupils • To comply with individual responsibilities, in accordance with the role, for health & safety in the workplace • Ensure that all duties and services provided are in accordance with the School's Equal Opportunities Policy • Trustees are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment • The duties above are neither exclusive nor exhaustive and the post holder may be required by the Head of School to carry out appropriate duties within the context of the job, skills and grade

Name of employee:

Signature of employee:

Date:

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