

## **Higher Level Teaching Assistant (HLTA)**

### **Recruitment Pack**

G1 £21,549.26 - G6 £26,111.23  
Annual (actual)

Exceptional Educational Experience



Dan Morrow  
Trust Leader



Rich Baker  
Deputy Trust Lead

# Welcome

At Cornwall Education Learning Trust (CELT), our mission is clear: to provide every learner with an **exceptional educational experience**. One that enables them to thrive, achieve and succeed in life. We believe in a **100%** mindset, that every learner, in every classroom, in every school, deserves the very best we can offer. For us, 100% means no compromise: no learner left behind, no community overlooked, and no opportunity wasted.

Our strategic goals reflect this ambition. We are committed to empowering and growing our people, building an ambitious all-through entitlement, forging exceptional relationships with our communities, transforming provision through meaningful partnerships, and leading an ethical, effective and innovative organisation. These are not just aspirations; they are promises that shape the way we work and the culture we are building together.

Joining CELT means becoming part of a values-driven trust where collaboration, innovation, and care for people are at the heart of all we do. If you share our 100% mindset, are passionate about education, and want to make a tangible difference to learners and communities across Cornwall, we would be delighted to welcome you to CELT.

A handwritten signature in a light blue, cursive script that reads "Dan Morrow".

Dan Morrow  
Trust Leader

EXCEPTIONAL  
EDUCATIONAL  
EXPERIENCE

100%





## Welcome from our Chair of Trustees

Our values are at the heart of everything we do. We believe in the power of **Collaboration**, building strong relationships and working together as one team to achieve our collective goals. We are committed to **Empowerment**, creating a culture where initiative, innovation and trust flourish, and where every individual feels valued, respected and motivated.

As a Trust, we are grounded in promoting **Leadership**, sharing a moral and ethical purpose to improve the lives of others and make a lasting difference for our learners and communities. And we embrace **Transformation**, approaching change positively so that we can all become our best selves and do our best work.

These values guide every decision we make and every action we take. They are the foundation of our Trust and the reason we can offer such exceptional opportunities for our learners and staff. If you choose to join CELT, you will be part of a values-driven organisation where people are supported to grow, contribute, and thrive.

A handwritten signature in teal ink that reads "Sally Foard".

Sally Foard  
**Chair of Trustees**



Sally Foard  
Chair of Trustees





# Cornwall Education Learning Trust

Our Family of Schools

Our family of schools have the privilege of educating 9000 learners across mid-Cornwall. We are passionate about collaborating and ensuring 100% of our learners have an exceptional educational experience.



**9000**  
LEARNERS



**1200**  
CELT STAFF



**16**  
SCHOOLS



## HIGHER LEVEL TEACHING ASSISTANT (HLTA)

### **Purpose of the Role**

To play a key role in supporting students to thrive at Tretherras by providing high-quality academic and emotional support. The HLTA will lead one to one and small group interventions to support every student to read in line with their chronological age, act as a keyworker for a designated group of students and support with learners medical and accessibility needs. The role involves close collaboration with students, staff, and families to ensure a personalised and inclusive learning experience.

### **Key Responsibilities:**

#### **Interventions**

The postholder will plan, deliver, and manage a programme of evidence-informed reading interventions for small groups as part of the reading recovery team. They will assess reading fluency and analyse results to ensure pupils are matched to the most appropriate intervention.

The postholder will liaise with parents, carers, and teaching staff to coordinate provision, providing regular updates and recording outcomes on Provision Map.

#### **Keyworker and Student Support**

The postholder will act as a keyworker for an allocated group of students, ensuring consistent and tailored support through the Assess–Plan–Do–Review cycle. They will set personalised targets, facilitate interventions, monitor progress, and gather student voice to inform support strategies. The postholder will communicate effectively with teaching staff, parents and carers, and relevant external agencies to ensure a collaborative approach to support. They will maintain accurate records of all interventions and reviews using the school's Provision Map system. The postholder will also support learners with accessibility needs to move safely around the school site and to fully access lessons, including providing assistance with personal care and gastrostomy feeding where necessary.

#### **Additional Responsibilities**

The postholder will support the assessment of student progress through regular observation and by providing feedback to teaching staff and the SENCo. They will attend regular meetings with teaching staff, curriculum coordinators, and SENCos to review student support and discuss curriculum updates. The postholder will respond to any immediate issues or emergencies in line with school policies and procedures and will administer and invigilate examinations and tests as required by the teacher.

They will carry out administrative tasks related to all areas of responsibility and will remain informed of current research and evidence-based strategies to support learners with additional needs. The postholder will contribute to the development of inclusive practice across the school by sharing knowledge and modelling effective strategies.



They will actively contribute to the wider life, ethos, and aims of Tretherras, promoting student independence and supporting the development of self-regulation and self-esteem. The postholder will support social integration and the personal development of all students, and will run clubs and/or supervise students during break times, ensuring safety and positive behaviour.

**Note:**

This job description is illustrative of the general nature and level of responsibility of the work to be undertaken commensurate with the grade. It is not a comprehensive list of all the responsibilities, duties and tasks relating to the post. The postholder may be required to undertake such work as may be determined by their line manager from time to time, up to or at a level consistent with the main responsibilities of the job. This job description may be amended at any time in consultation with the postholder.

*Cornwall Education Learning Trust is an equal opportunities employer and is also committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. All offers of employment are subject to the satisfactory completion of safer recruitment checks and references including an enhanced DBS check.*



## Education and Training

Essential	Desirable
Level 2 qualifications in maths/numeracy and English/literacy or able to demonstrate competency equivalent to level 2.	HLTA status
Ability and willingness to undertake professional development.	Specific training in SEND
	ELSA and/or TIS

## Experience

Essential	Desirable
Experience of working with pupils in a formal learning environment without immediate supervision.	Experience of delivering reading intervention such as Fresh Start and precision teach.
Good communication skills, both written and verbal.	Ability to plan and deliver individual and small group interventions.
Good IT skills.	Experience of supporting with personal care and gastrostomy feeding.
A willingness to take action and to make decisions independently.	
A desire to understand how things work and to seek out opportunities to learn and grow.	
Ability to adapt easily to different situations.	
Organisational skills.	
Self-motivated.	
Enjoys working with children/young people.	
Ability to work on own initiative and as part of a team.	



### Specialist Knowledge and Skills

Essential	Desirable
Demonstrates an awareness, understanding and commitment to the protection and safeguarding of children and young people.	
Demonstrates an awareness, understanding and commitment to equality and inclusion.	

### Values-related Qualities

Essential	Desirable
Collaborate – ability to work effectively as a team	
Empower – ability to take initiative and problem solve in order to improve performance	
Leadership – To lead by example and achieve shared goals	
Transformation – ability to recognise a need for change and adapt accordingly.	





## Applying to CELT

We welcome applications via My New Term in the CELT Careers section of our website: [www.celtrust.org](http://www.celtrust.org).

If you would like to arrange a visit or discuss the role further, please contact Michelle Lobb, Director of SEND at [mlobb@bodmin.celtrust.org](mailto:mlobb@bodmin.celtrust.org)

We want every candidate to know exactly what to expect from our recruitment process. All CELT application packs clearly set out key information : salary, interview dates, and application deadlines. All line managers involved in recruitment are trained to recognise and reduce bias, ensuring a fair and consistent experience for every applicant.

More information about our approach can be found in our Recruitment and Selection Policy via the trust website.



## Safeguarding

Safeguarding is the golden thread through CELT - safeguarding is everyone's responsibility. We promote an open culture of learning and development where good practice is celebrated and mistakes are used to learn and improve practice and therefore outcomes for our learners.

A whole-school approach to safeguarding means listening to the voices of everyone in the school community. This includes learners as well as parents, carers and school staff.



Amy Daniels  
Director of Inclusion

All offers of employment are conditional and subject to satisfactory pre-employment checks including receipt of original qualification documents, references, medical screening, proof of eligibility to work in the UK, Childcare Disqualification check and an Enhanced Disclosure and Barring Service (DBS) check.



Our vision is to build and nurture a talented, diverse team who are proud to deliver exceptional education across our Trust.

We believe in working together, treating everyone fairly, and always learning and growing. We are committed to creating a safe, inclusive, and supportive workplace where every colleague feels valued and inspired to do their best.

By investing in and caring for our people, we unlock their potential – enabling them to make a real difference to our schools, our learners and the communities we serve.

CELT is committed to developing and empowering staff by ensuring that every colleague has the opportunity to thrive in their current role while being prepared for future opportunities.

*Lea Randall*

Lea Randall  
**People Services Lead**



Lea Randall  
People Services Lead

**Empowering  
our people to  
support, teach  
and lead**



*Claire White*  
**Headteacher**

I feel privileged to have been part of SW100's cohort 2. I finished the year a different leader to the one I was 12 months before and I've never been more committed to change in our system. It reinforced my belief that teaching truly is the best job in the world.



*Andrew Gasiorowski*  
**IS Manager**

I joined Brannel School as an apprentice and now manage the information services team at Poltair School. Working at CELT has enabled me to progress professionally and has provided opportunities for me to work on strategic projects across the Trust.



*Rebecca Blizzard*  
**Assistant Headteacher**

From gaining valuable leadership experience as Head of Science I felt ready and supported to become an Assistant Headteacher. I value the range leadership opportunities at CELT and the strong collaboration amongst colleagues and our family of schools.

# Staff Entitlement

As a Trust we understand that we have a responsibility to create a future-focused team that is ready for change and able to support our development. Part of this future planning involves succession planning and dynamic talent management.

Talent management is crucial at both a strategic and an individual level. It is about the value that every individual brings to Cornwall Education Learning Trust. By understanding people's strengths and unique contributions, we can ensure that they receive the development they need to have the maximum impact in their current and future roles.



## Personal Growth & Inspiration:

- Exceptional development opportunities through training, mentoring, and networking.
- Complimentary access to Inspiring the South West conferences to fuel your ambition.



## Health & Wellbeing:

- Free annual flu jabs, health screenings, and eye tests to keep you feeling your best.
- Discounted gym and leisure centre memberships to support your fitness goals.
- Wisdom app access for mental health support, mindfulness, and resilience.
- Confidential helpline and counselling through Health Assured, available 24/7.



## Family & Flexibility:

- Up to 5 days paid emergency leave for dependants when life throws a curveball.
- Family-friendly policies and flexible working arrangements to help you balance work and home.



## Perks & Extras:

- Cycle to Work scheme to promote greener commuting and save on bike purchases.
- Generous public sector pension scheme to invest in your future.



CELT CENTRE OF  
EXCELLENCE

At CELT, we believe inspiration should flow through our staff as much as our students. Great teaching comes from colleagues who are curious, ambitious and continually developing their practice. Professional learning isn't an add-on – it's part of who we are.

The CELT Centre of Excellence at Penrice Academy brings this vision to life. It offers a place to reflect, learn and plan next steps, supporting colleagues at every stage of their career. Through programmes such as Future Leaders, New and Aspiring Leaders, and the upcoming Flourishing Programme, the Centre provides clarity, connection and opportunity for all roles across CELT.

Our aim is simple: to help every colleague grow, feel valued and thrive. By investing in ourselves, we strengthen our culture and keep inspiration at the heart of our classrooms.

**CLICK HERE**



"CELT is where teaching talent takes flight, and connection becomes the fuel that propels us forward. With comprehensive support, collaborative communities, mentoring, research-informed practice, and an unwavering focus on equity, CELT creates an environment where both teachers and learners thrive."



*Hayley Bissenden*

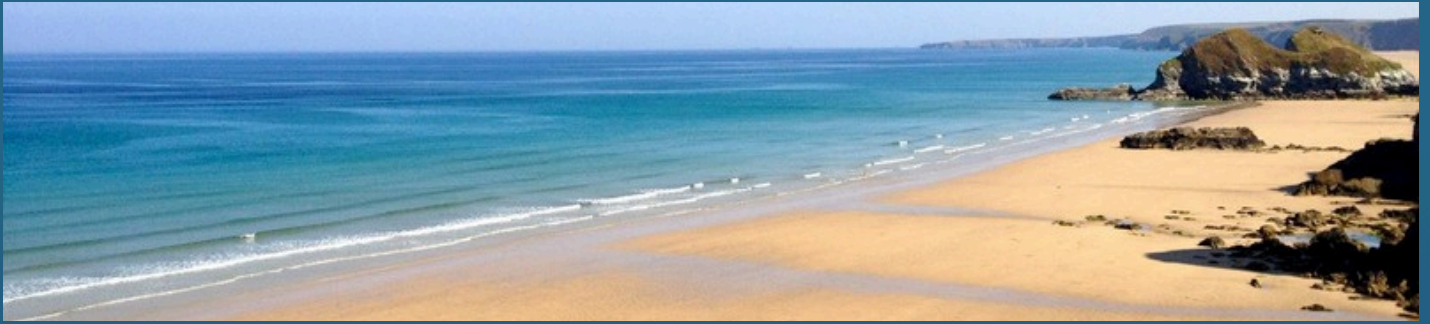
**Hayley Bissenden**  
Director of the  
Centre of Excellence





## Living and Working in Cornwall

A Life That Feels Different—in the Best Way



Cornwall offers a rare blend of meaningful work, breathtaking surroundings and an exceptional quality of life. Our schools sit at the heart of proud, supportive communities where relationships matter and staff quickly feel part of something bigger.

### Community

Cornwall's towns and villages are close-knit, welcoming and full of character. Families are deeply invested in their local schools, and the strong partnership between home and school is a defining feature of life here. When you join us, you're joining a place where people genuinely look out for one another.

### Lifestyle

From beaches and rugged coastline to moorland and open countryside, Cornwall's natural beauty is always within easy reach. Shorter commutes and access to the outdoors help create a healthy balance between work and life—and the space to truly recharge.



### Infrastructure

Cornwall is ambitious about its future. From major road improvements such as the upgraded A30 to enhanced digital connectivity and the convenience of Cornwall Airport Newquay, the region continues to invest to keep people connected and moving.

### Families

Safe communities, excellent schools, and a huge range of activities make Cornwall an exceptional place to raise children. Whether it's beach days, outdoor adventures or creative arts, there's always something to inspire young minds.