

Applicant Pack



**Higher Level Teaching
Assistant**

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www.pinnaclelearningtrust.org.uk



Welcome from the HR Central Services Team

We are delighted you have expressed interest in a vacancy with The Pinnacle Learning Trust. Please take the time to read the 'Join the Pinnacle Learning Trust' booklet available from our website, in order to understand the benefits of working for our trust and how you might support us in achieving our vision and values.

Should you have any questions regarding the position or the application form, please contact the Human Resources Department for assistance on 0161 287 8001.

Please ensure you submit your application by the closing date stated in the advert.

We cannot accept information held on CVs and therefore your application and accompanying statement must show all information about yourself and how you meet our requirements. The job description and person specification will assist you with this. Please provide a day-time contact number on your application form.

You should remember to include information on all your previous employment roles and qualifications gained from secondary school onwards, covering any gaps in employment which are longer than 2 months, detailing what you were doing during that time.

For teaching roles, please provide your results from the last three academic years, where available, together with your application form.

In the meantime, may we take this opportunity to thank you for your interest in working with us and we look forward to receiving your completed application.

Best regards,
HR Team

*If you require this or any of the documents in an alternate format please contact a member of the Human Resources Department.



Job Description & Person Specification

Higher Level Teaching Assistant

Purpose of the Role

To work as part of a team to provide teaching and learning for all children. To take responsibility for agreed learning activities under an agreed system of supervision (subject to the direction and supervision of a teacher). Planning, preparing, and delivering learning activities for individuals and classes. Monitoring pupils and assessing, recording and reporting on pupils' achievement, progress and development.

To contribute to the development of a strong, effective school with an emphasis on promoting a culture of educational excellence, within a caring and secure environment enriched with the values of discipline, mutual care and respect which extends beyond the school into the wider community.

Summary of Main Duties and Responsibilities:

KEY TASKS – Support for Pupils

- Provide outstanding support to enable pupils with additional needs including those with SEN to play a full and active part in the life of the school and to make outstanding progress in their learning.
- Support pupils in their educational and social development.
- Motivate and encourage pupils.
- Assess the needs of pupils and used detailed knowledge and specialist skills to support pupil learning.
- Promote inclusion and acceptance of pupils.
- Encourage pupils to interact with others and work cooperatively with others and engage pupils in activities.
- Promote independence, employing strategies to recognise and reward achievement of self-reliance.
- Establish productive working relationships with all pupils, acting as a role model and setting high expectations.
- Develop and implement individual learning plans.
- Provide written and verbal feedback to pupils in relation to progress and achievement.

KEY TASKS – Support for Teachers

- Organise and manage appropriate learning 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 predetermined learning objectives, including marking work at the end of a session.
- Provide objective and accurate feedback and reports as required on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence.
- 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 and any other additional plans etc.

KEY TASKS – Support for the School

- Deliver learning activities to pupils within an agreed system of supervision, adjusting activities according to pupil learning styles and responses/needs.
- Deliver local and national learning strategies (e.g. English, Maths, EYFS) effectively utilising all alternative learning opportunities to support extended development.
- Use ICT effectively in learning activities and develop pupils' competence and independence in its use.
- Assist pupils to access learning through specialist support e.g. curriculum/SEND specialism.
- Select and prepare required resources necessary to lead learning activities, taking account of pupil's interests, language and cultural backgrounds.
- Advise on appropriate deployment and use of specialist aid/resources/equipment.

STANDARD DUTIES

- To understand the importance of inclusion, equality and diversity, both when working with pupils and with colleagues, and to promote equal opportunities for all.
- To uphold and promote the values and the ethos of the school.
- To implement and uphold the policies, procedures and codes of practice of the school, including relating to customer care, finance, data protection, ICT, health & safety, anti-bullying and safeguarding/child protection.
- To take a pro-active approach to health and safety, working with others in the school to minimise and mitigate potential hazards and risks, and actively contribute to the security of the school, e.g. challenging a stranger on the premises.
- To participate and engage with workplace learning and development opportunities to continually improve own performance and that of the team/school.
- To attend and participate in relevant meetings as appropriate.
- To undertake any other additional duties commensurate with the grade of the post.

	Essential	Desirable	Method of Assessment
Education and Qualifications			
A diploma in Childcare and Education; NVQ4 in Children's Care, Learning Development (CCLD); NVQ4 in Supporting Teaching and Learning; Foundation degree in supporting Teaching and Learning, or an equivalent qualification	✓		Application/Interview
Strong academic record including Maths and English GCSE grade C (or equivalent) or better	✓		Application/Interview
Evidence of continuous professional development	✓		Application/Interview
First Aid certificate		✓	Application/Interview
Experience			
Working with children in a school setting	✓		Application/Interview
Contributing to development, monitoring and review of Individual Education Plans	✓		Application/Interview
Working within a Primary School		✓	Application/Interview
Experience of assessment within a Primary School context		✓	
Experience of communicating with parents within a school setting		✓	
Skills, Abilities & Knowledge			
Ability to maintain positive relationships with pupils and other adults.	✓		Application/Interview
Ability to work with pupils on a one to one, small groups and whole class.	✓		Application/Interview
Ability to contribute effectively to teachers' planning and preparation for lessons.			
Ability to support teachers in evaluating pupils' progress through a range of assessment activities.	✓		Application/Interview
Ability to work effectively within a team.	✓		
Effective classroom and behaviour management skills.	✓		
Ability to communicate effectively in community languages.		✓	
Good ICT skills for word-processing and use of learning software, including online resources.	✓		
Knowledge of the national curriculum.	✓		
Personal Qualities			
A passionate belief in the school's mission statement.	✓		Application/Interview
Highest levels of professional and personal integrity.	✓		
A strong commitment to inclusion and overcoming barriers to learning and achievement.	✓		Application/Interview
Personal resilience, persistence and perseverance.	✓		Application/Interview
Commitment to undertaking additional training where required.	✓		
Clear understanding of, and respect for, confidentiality	✓		
A passionate belief in the Trust's vision for a high-quality education for all of the children in our schools.	✓		
A strong commitment to the Werneth Primary School values of Care, Aspire and Persevere.	✓		
Work Circumstances			
To work flexibly as the workload demands	✓		Application/Interview
Occasional out of hours working to support school functions	✓		Application/Interview

How To Apply

To apply, please click [here](#).

Additional Reasons to Join Us:

- Automatic enrolment into a Pension Scheme
- Various health and wellbeing benefits (including on site gym membership at Oldham Sixth Form College and The Hathershaw College)
- Employee Assistance Programme, offering health and wellbeing services
- Laptop/Chromebook allocated to teachers and support staff (if required)
- Cycle to work schemes available
- Free on-site parking
- Excellent opportunities for CPD and career development

Please see our Join The Pinnacle Learning Trust booklet for more reasons to work for the Pinnacle Learning Trust.

Commitment to Safeguarding

The Pinnacle Learning Trust is committed to safeguarding and protecting the welfare of children and young people and expects all staff, governors and volunteers to share this commitment. Applicants must be willing to undergo pre-employment checks. Safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced Disclosure and Barring Service (DBS) check. The Pinnacle Learning Trust is an Equal Opportunities Employer and welcomes applications from underrepresented groups and ethnic minorities.

“Educational organisations can often have a culture that is somewhat bureaucratic and punitive, but our trust isn’t like that. We have a human side, which we show in abundance, and we really support each other. Things like behaviour management, for example, are a team effort - no-one is just left on their own.”

Rebekah Sutcliffe, Trustee and former senior police officer and director in local government

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**To find out
more or to
apply:**

pinnaclelearningtrust.org.uk
hr@pinnaclelearningtrust.org.uk

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