



Recruitment Pack

Higher Level Teaching Assistant

River Tees Hospital School

Change lives
through a
career with our
Trust



WELCOME

'WE CHANGE LIVES'

River Tees Multi-Academy Trust is a forward-thinking trust committed to ensuring the most vulnerable learners receive the highest quality of education and outcomes. We are firmly committed to our workforce and ensure fantastic developmental and wellbeing opportunities for the right candidate.

If you are ready to take the next step in your career, join us as we 'Change Lives'.

We are seeking a highly motivated, professional and compassionate **Higher Level Teaching Assistant** to support and enhance the educational outcomes of learners with complex physical and/or mental health difficulties.

As a Hospital School, you will have the opportunity to make a profound difference in the lives of our learners, supporting them on their journey to recovery and successful reintegration into mainstream or further specialist provision. Our holistic approach and commitment to maximising the outcomes for each individual learner make this an incredibly rewarding and fulfilling role. This is a hospital-based position, where you will collaborate closely with the headteacher and senior leaders to provide exceptional educational experiences for learners with complex medical needs.

We are dedicated to investing in the training and development of our staff to ensure they possess the necessary skills for their roles. We welcome applicants who may not yet possess all the required skills but are willing to invest in their own growth to acquire the necessary knowledge.

The schools within our Academy Trust improve the character, community and currency of learners who are excluded or at risk of exclusion from mainstream school, unable to attend school for a variety of medical needs and/or have an Educational Health and Care Plan that requires specialist provision. Changing Lives is our mission, and this drives everything we do, in every department.



OUR TRUST

'WE CHANGE LIVES'

River Tees Multi-Academy Trust is a small but growing Trust in the North East of England serving some of the most disadvantaged communities in the country. We provide the highest quality education for learners who have struggled within the mainstream schooling system. Children and young people are welcomed into our academies, regardless of their challenges, history or additional needs.

We use a relational approach with our learners, staff and communities. This helps us build trusting relationships that bring out the best in everyone. All staff are committed to improving the life chances of our learners.

We change lives through our focus on a highly personalised curriculum that provides Currency, builds Character and engages with the Community. Our whole team work together to safeguard our vulnerable learners and give them the confidence to achieve their educational, social, family and career challenges.

We want our learners to gain the skills, knowledge and qualifications they need to move forward but also to enjoy school and develop a love of learning.

River Tees Multi-Academy Trust was set up in April 2016, The Trust currently operates 5 Academies across the North East of England. River Tees Multi Academy Trust works with the most disadvantaged learners. Our intent is to ensure we offer the highest quality provision for our cohort of learners, taking account of their additional needs, social deprivation and gaps in learning.

Our ethos and values are rooted in ethical approaches to partnership working and our drive to ensure that disadvantaged learners receive the best possible education.

OUR VALUES

'WE CHANGE LIVES'

River Tees Multi-Academy Trust are committed to changing lives. We help our staff, learners and communities to be:

- Resilient and brave.
- Trustworthy and kind.
- Making a positive difference to learners', staff and our wider communities' lives.
- Aspirational and hopeful.
- Tolerant and respectful.

WELCOME FROM CEO

'WE CHANGE LIVES'

I am delighted to extend a warm welcome to all potential candidates interested in joining the River Tees Multi-Academy Trust. Our organisation is dedicated to fostering an inclusive and dynamic educational environment that prioritises the growth and success of both our learners and staff.

River Tees Multi-Academy Trust was established with the mission of providing exceptional educational opportunities across our diverse network of schools. We believe in nurturing talent, promoting well-being, and maintaining high standards of academic excellence. Our core values are centred around character, community, and currency.

We envision a future where every learner is equipped with the knowledge, skills, and confidence to succeed in a rapidly changing world. By championing innovative teaching methods and personalised learning experiences, we are committed to making this vision a reality.

We offer extensive training programs and career advancement opportunities to support your professional growth. Our trust is built on mutual respect and inclusion, ensuring a welcoming environment for all. We value teamwork and collaboration, providing a supportive network to help you thrive. Join us in making a significant difference in the lives of our learners and the broader community.

River Tees Multi-Academy Trust encompasses several schools, each with its own unique character and strengths. We pride ourselves on our ability to cater to a broad spectrum of educational needs. Our schools are committed to providing a safe, engaging, and stimulating learning environment for all learners.

We are excited to learn more about you and your potential contribution to our team. We look forward to welcoming dedicated and enthusiastic individuals who share our commitment to educational excellence.

Thank you for considering River Tees Multi-Academy Trust as the next step in your career. Together, we can empower education and inspire futures.



Christina Jones OBE
CEO

WELCOME FROM HEADTEACHER

'WE CHANGE LIVES'

Dear Prospective Colleagues,

Welcome to River Tees Hospital School, a unique and nurturing environment where we are dedicated to transforming the lives of our most vulnerable learners. As part of the River Tees Multi-Academy Trust family, our mission is to place learning, health, and wellbeing at the heart of everything we do.

At River Tees Hospital School, we work with children who face a range of complex physical and/or mental health difficulties. Our commitment to inclusivity ensures that every learner receives tailored support that meets their individual needs. We believe that education should be a holistic experience, and we provide a range of specialist pathways to develop integrated plans that harmonise academic learning with emotional wellbeing.

We pride ourselves on creating a safe, supportive, and engaging environment where every learner is encouraged to thrive. Our dedicated staff go above and beyond to remove barriers to learning, ensuring that each child can access a bespoke curriculum designed to help them achieve their full potential.

As part of our team, you will play a vital role in fostering a culture of resilience, kindness, and respect. We are looking for passionate individuals who are not only committed to high-quality education but also to making a positive difference in the lives of our pupils and their families.

If you share our values of being resilient and brave, trustworthy and kind, and are eager to contribute to an inclusive community that prioritises the wellbeing of every child, we invite you to join us on this rewarding journey.

Thank you for considering a position at River Tees Hospital School. Together, we can change lives.



Adam Burns
Head Teacher

ABOUT THE SCHOOL

'WE CHANGE LIVES'

River Tees Hospital School is an alternative special school that serves the unique needs of learners who have encountered a variety of educational barriers due to complex physical and/or mental health difficulties. As an integral part of the River Tees Multi-Academy Trust, the school is committed to changing lives and providing a secure, nurturing environment where every learner can thrive.

The school's child-centred approach and holistic, bespoke curriculum are shaped by the diverse challenges and complex needs of its learners. By offering tailored support and wraparound care, the school strives to remove barriers to learning and help learners on their journey back to mainstream education or a specialised pathway.

River Tees Hospital School's holistic and relational behaviour approach is designed to provide every learner with the opportunity to successfully engage and fulfil their love of learning, while on the road to recovery. The school's bespoke curriculum offers a variety of educational pathways tailored to meet the individual medical needs of its learners. The curriculum is broad and balanced, focusing on the three key themes of:

Character: Who you are and who you want to be.

Currency: Learning for the future.

Community: Links to others and the wider world.

By focusing on these three areas, River Tees Hospital School aims to support its learners in accessing a successful progression towards adulthood, including the skills and qualifications needed for future employment.

ABOUT THE ROLE

'WE CHANGE LIVES'

Application closing date	20 th September 2026
Interview Date/s	TBC
Location	River Tees Hospital School Middlesbrough TS3 7EA
Salary	SCP 17-20 £26,683 - £28,036
Contractual hours	37 hours
Working Hours	Monday – Friday
Basis	Permanent

As a school, we recognise the pivotal role of effective and efficient management in ensuring a high-quality educational experience for our learners. Many of our learners face challenges in their lives, and strong leadership provides an essential opportunity for stability, support, and well-being. Our wider staff teams demonstrate their commitment to Changing Lives by ensuring that every facet of every young person's school experience is excellent.

We are seeking a dedicated and passionate individual who shares our passion and understanding regarding the importance of providing a secure and nurturing environment where our learners can thrive and achieve their full potential.

The right candidate will believe in holistic and relational support for our learners, ensuring they develop skills that will benefit them in the future. As an inspirational **Higher Level Teaching Assistant**, you will play an essential role in ensuring every learner can succeed.

The Trust currently operates 5 schools across two main geographical areas (Gateshead and Middlesbrough). This role is based in River Tees Hospital School, which is based in Middlesbrough.

To succeed in this role, you'll need to be organised, self-motivated, and resilient. You'll be the sort of person who embraces change, loves a challenge, and enjoys working in a role where no two days are the same.

Our Trust celebrates the diversity of our school communities. We actively encourage visits to our school sites – once you see our work in practice, we are certain you will be committed to joining us in Changing Lives.

You are welcome to contact Vanessa Lazenby, School Business Manager Vanessa.Lazenby@rtmat.org.uk for an informal discussion about this post prior to application. The Job Description and Person Specification fully outline the requirements of this post and can be found on our website, please click [here](#)

Supporting statements should be written in line with the Person Specification - CVs are not accepted.

This post is subject to an Enhanced DBS check, Social Media check and satisfactory references.

JOB DESCRIPTION

'WE CHANGE LIVES'

GENERAL

Job Purpose

The Higher Level Teaching Assistant (HLTA) supports teaching and learning by working closely with teachers to deliver high-quality educational experiences for pupils. The HLTA takes responsibility for planning, preparing, and delivering learning activities, including leading whole-class teaching in the absence of the teacher where appropriate. The role aims to promote pupils' academic achievement, personal development, and wellbeing while supporting an inclusive and positive learning environment.

Our team works together in school and across the Trust, sharing their experience, reflecting on evidence-based research and innovating to discover pedagogies that work for each individual learner.

MAIN DUTIES AND RESPONSIBILITIES

Teaching and Learning

- Support the planning, preparation, and delivery of engaging learning activities across the curriculum.
- Deliver lessons and learning programmes to individuals, small groups, or whole classes under the direction of teaching staff.
- Lead whole-class teaching during planned teacher absence in accordance with school policies.
- Adapt teaching methods and resources to meet the diverse needs of pupils, including those with Special Educational Needs and Disabilities (SEND).
- Promote high standards of behaviour and maintain a positive learning environment.
- Encourage pupils to develop independence, confidence, and resilience in their learning.

Assessment and Monitoring

- Assess, record, and report on pupils' progress against learning objectives.
- Monitor pupils' academic, social, and emotional development.
- Provide constructive feedback to pupils to support their learning.
- Contribute to the maintenance of accurate pupil records and assessment data.
- Liaise with teachers to evaluate the effectiveness of learning activities and identify areas for improvement.

Pupil Support

- Provide targeted interventions to support pupils who require additional assistance.
- Promote equality, inclusion, and the safeguarding of all pupils.
- Support pupils' personal, social, emotional, and behavioural development.
- Assist in implementing Personal Development Plans and other personalised learning programmes where appropriate.

Supporting Staff

- Work collaboratively with teachers, support staff, and school leaders to achieve educational objectives.
- Contribute to lesson planning and the development of teaching resources.
- Provide guidance and support to Teaching Assistants and other classroom support staff where appropriate.
- Participate in staff meetings, training, and professional development activities.

Communication

- Develop positive relationships with pupils, parents/carers, colleagues, and external professionals.
- Communicate effectively regarding pupils' progress, wellbeing, and any concerns.
- Support effective home-school communication when required.

Safeguarding and Professional Responsibilities

- Promote and safeguard the welfare of children and young people in accordance with statutory guidance and school policies.
- Maintain confidentiality and comply with data protection requirements.
- Adhere to all school policies, including health and safety, behaviour management, equality, and safeguarding procedures.
- Demonstrate professionalism, integrity, and a commitment to continuous professional development.
- Undertake any other duties appropriate to the grade and responsibilities of the post as reasonably required by the Headteacher.

The above duties and responsibilities cannot totally encompass or define all tasks which may be required of the incumbent. The outlined duties and responsibilities may, therefore, vary from time to time without materially changing either the character or level of responsibility; these factors are reflected in the post grade. All employees are expected to demonstrate a commitment to the principles of equal rights both in relation to employment issues and service delivery and to adhere to the policies of the Council in performance of their duties.

All employees are expected to respect all confidentiality and principles and practice of the Data Protection Act.

All post holders are required to comply with Health and Safety policies and legislation.

PERSONAL SPECIFICATION

'WE CHANGE LIVES'

Please refer directly to these when forming your supportive documents demonstrating how you are the right candidate for this role.

The Trust is committed to investing in the training and development of its staff to ensure they possess the necessary skills for their roles. If you identify any gaps in your experience, please mention them in your application and express your readiness to acquire these skills.

	Essential	Desirable	Prepared to train
Qualifications and Professional Development			
Hold Higher Level Teaching Assistant (HLTA) status or be able to demonstrate equivalent knowledge and experience.	*		
GCSE Grade C/4 or above (or equivalent) in English and Mathematics.	*		
Commitment to continuous professional development and undertaking relevant training.	*		
Additional qualifications in Special Educational Needs and Disabilities (SEND), behaviour management, or specific intervention programmes.		*	
Knowledge and Experience			
Experience of working with children or young people in an educational setting	*		
Experience of supporting pupils with a range of abilities, including those with SEND.	*		
Experience of assessing, monitoring and recording pupil progress.	*		

Experience of leading whole-class learning in the planned absence of a teacher.		*	
Experience of delivering intervention programmes to improve pupil outcomes.		*	
Knowledge of current educational initiatives and inclusive teaching practices.		*	
Skills and Abilities			
Excellent communication and interpersonal skills, both verbal and written.	*		
Ability to motivate, engage and inspire pupils to achieve their potential.	*		
Strong organisational and time management skills with the ability to prioritise workload effectively.	*		
Ability to work independently and use initiative while also contributing positively as part of a team.	*		
Ability to maintain confidentiality and always demonstrate professionalism.	*		
Commitment to equality, diversity and inclusion.	*		