



Market Drayton
Infant & Nursery School

Higher Level Teaching Assistant (HLTA)

Closing Date - Wednesday 6th May 9am

Recruitment Pack



School vision

Market Drayton Infant School: An excellent, happy school where we enjoy learning

Values: Collaboration; Aspirations; Respect; Positivity.

Underpinning the vision statement are a series of aims, the 'why' we do what we do, these are our beliefs about education. As a school:

- We believe that we should provide a happy and safe learning community in which we nurture every child who is valued as a unique individual.
- We believe that everyone should be immersed in exciting, challenging learning through the delivery of inspirational and innovative opportunities.
- We believe that everyone should be inspired to achieve their full potential now and for the future.



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Job Title - Higher Level Teaching Assistant (HLTA)
Reporting to - Headteacher & Assistant Headteachers
Location - Market Drayton Infant School
Start Date - April 26
Term Time only
Salary - Grade 7 (£14.82-£16.08)
Monday to Friday 8.30am - 3pm (1 hour lunch) 27.5 hours a week

Job Purpose:

The Higher-Level Teaching Assistant (HLTA) will play a crucial role in supporting the education, safeguarding, and well-being of pupils at Market Drayton Infants. The HLTA will provide high-quality class cover for teaching staff, offer pastoral support to pupils, and contribute to safeguarding and family work in collaboration with school leaders and external agencies.

Key Responsibilities:

Class Cover and Support:

- Deliver planned lessons to pupils across various subjects in the absence of the class teacher and cover PPA, ensuring the continuity of learning.
- Provide individual and small group support to pupils, differentiating the curriculum as required to meet their needs.
- Assess pupils' learning, providing feedback to the class teacher regarding student progress, achievements, and areas for improvement.
- Support pupils with special educational needs and disabilities (SEND), adapting materials and approaches to promote inclusion.
- Supervise pupils during activities, ensuring their safety and promoting positive behaviour.
- Work collaboratively with teachers to plan and deliver lessons, ensuring alignment with the curriculum.

Pastoral Support:

- Support the emotional, social, and behavioural development of pupils, acting as a positive role model.
- Build strong relationships with pupils, offering guidance and mentoring where necessary.
- Recognise early signs of emotional or behavioural issues and intervene appropriately to ensure pupils' well-being.
- Support pupils in managing relationships with peers, promoting positive interactions and conflict resolution.
- Work closely with pastoral teams and teachers to implement strategies for improving pupils' emotional health and academic engagement.



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Safeguarding and Family Work:

- **Actively participate in safeguarding procedures, following school policies and local authority guidelines to protect pupils from harm.**
- **Report any concerns related to student safety, welfare, or well-being to the designated safeguarding lead (DSL) in a timely manner.**
- **Support vulnerable pupils by maintaining strong communication with families, carers, and external agencies.**
- **Assist in organising and delivering parent meetings, workshops, and support for families.**
- **Promote a safe, welcoming, and supportive environment for families, helping to strengthen the school-community relationship.**

General Duties:

- **Attend regular staff meetings (where applicable), training, and professional development opportunities.**
- **Contribute to school improvement plans and initiatives.**
- **Maintain accurate records as required by school policies.**
- **Assist with school events, extracurricular activities, and school trips as needed.**
- **Uphold and promote the ethos, values, and safeguarding policies of the school.**



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Knowledge and Qualifications:

Key Qualifications & Experience:

- Level 4 (or equivalent) qualification in Education and Support (e.g., HLTA qualification).
- Proven experience as a Teaching Assistant, with significant experience in supporting whole class learning and interventions.
- Understanding of safeguarding procedures and experience in working within a safeguarding framework.
- Experience in supporting pupils with SEND and delivering differentiated teaching.
- Ability to effectively cover lessons and manage classrooms in the absence of the class teacher.
- Strong interpersonal skills with the ability to work effectively with pupils, staff, and parents.
- Experience in providing pastoral care, offering advice and guidance to pupils, and supporting families.

Personal Attributes:

- Excellent communication skills, both written and verbal.
- Empathy, patience, and a caring nature, with a genuine commitment to the well-being and academic success of pupils.
- Ability to manage challenging behaviours and provide appropriate support for pupils.
- Strong organisational skills and the ability to work independently and as part of a team.
- Proactive, flexible, and adaptable to changing needs and responsibilities.



We are committed to developing our staff and to providing opportunities for growth. We want to encourage the career progression of our employees wherever possible, and support staff who wish to move between our schools and the Shared Services Team when suitable roles arise. We also offer secondment opportunities when available.

At Empower Multi-Academy Trust you would be working alongside excellent leaders in education, each with specific areas of expertise. We offer Middle and Senior Leadership development programmes, professional support networks and career development pathways for staff at all levels. In addition, we also have mentoring and coaching programmes, peer learning, internal and external CPD opportunities.

Health and Wellbeing Services

Working in education is a challenging job and the health and wellbeing of our staff is high on our agenda and a key priority. We have several Trust wide wellbeing initiatives that offer support and guidance for our workforce:

- A Trust Wellbeing Strategy and Charter outlining our commitment to staff wellbeing.
- At least one trained Mental Health First Aider in every location, helping to embed our belief that physical and mental health hold equal importance.
- A network of Mental Health First Aiders and Mental Health Leads who provide support, guidance, and signposting to colleagues across the Trust.
- A Future in Mind network representing all our academies, who signpost staff to wellbeing support and information, and ensure staff voice is heard.
- A designated Trustee sponsor whose role is to ensure staff wellbeing remains a priority
- Wellbeing is a discussion item on each Trustee / Local Governing Body meeting agenda
- Dissemination of annual staff wellbeing questionnaires to inform future actions
- Active engagement in national and international awareness days
- Working towards the Mental Health and Work Commitment and the Education Staff Wellbeing Charter.

Take a look at our employee benefits [HERE](#)





What we can offer you

Join Empower Multi-Academy Trust - Where People Matter

Mission Statement:



EMPOWERMENT

We actively promote opportunities for every child, adult and school to influence their own practice and future.



POSITIVITY

We adopt a 'can do' attitude and an optimistic approach.

School Values



AMBITION

We encourage and support every child, adult and school to aim high to achieve their aspirations.



RESPECT

We are thoughtful and considerate to ourselves, others and the environment.



COLLABORATION

We work together to support everyone to achieve their aims.



INTEGRITY

We are honest, transparent and fair in everything we do.



Application & Selection Process

Please complete the online application form in full and submit with a supporting letter detailing how your skills, experience and attributes demonstrate your sustainability for the role.

Applications should be sent to Michelle Harrington, Director of People & Culture, via the My New Term platform.

The closing date for applications is: Wednesday 6th May 2026 at 9am.

Interviews will be held on: Week beginning 11th May 2026.

Selection Procedure:

Successful candidates will be invited to interview week commencing 11th May 2026.

More detailed information about the interview process will be provided to shortlisted candidates.

Safer Recruitment:

Empower Trust is committed to safeguarding and protecting the welfare of children and expects all staff and volunteers to share this commitment. As part of our recruitment process all successful candidates will be subject to a Disclosure and Barring Service check along with other relevant employment checks.

On the day interview:

All applicants will be required to bring in a minimum of three pieces of identification which verify their name, date of birth and current address., one of which must be a form of photographic identification.

The following are acceptable:

- Valid passport, birth certificate or driving licence
- Additional proof of address such as a recent utility bill, council tax bill or bank statement (at least two are required and should be dated no more than three months ago)

Applicants will also need to bring their qualification certificates.

Appointments are subject to the receipt of satisfaction references. References will be sought from the current employer and gaps in employment history followed up.

Data Protection:

You should be aware that the information you provide will be stored at Empower Trust and will not be passed to any third party. Please also refer to our Recruitment Privacy Notice.



PRIVACY NOTICE - JOB APPLICANTS

This privacy notice advises job applicants of the Trust's commitment to data protection responsibilities of privacy and confidentiality relating to the collection and processing of their personal information.

We collect and process your personal data as part of the recruitment process in relation to the role you are applying for. All Headteachers and Managers involved in the recruitment process have responsibility for ensuring that applicants' personal information is held and processed in the correct way.

What is personal information

Personal information is any information that relates to you and can be used directly or indirectly to identify you, such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural, or social identity of that natural person (GDPR article 4).

Special categories of personal data means information about an individual's racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, health, sex life or sexual orientation and biometric/genetic data (GDPR article 9).

Legal Basis for Using Personal Data

We collect personal data only for specified, explicit and legitimate purposes, whether or not by automated means, such as collection, recording, storage, retrieval, use, disclosure, dissemination, erasure, or destruction (GDPR article 4).

1. We process personal data lawfully, only where it is adequate, relevant, and limited to what is necessary for the purposes of processing.
2. We keep accurate personal data, only for the period necessary for processing, and take all reasonable steps to ensure that inaccurate personal data is rectified or deleted without delay.
3. We adopt appropriate measures to make sure that personal data is secure, and protected against unauthorised or unlawful processing, accidental loss, destruction, or damage.
4. We do this to ensure a candidate is suitable for the role and to make sure reasonable adjustments can be made for those applicants who have a disability.
5. Processing of personal data ensures that a fair recruitment process has taken place.

We will not process personal data of applicants for reasons other than the recruitment and selection process. Where we process special categories of personal data or criminal records data to perform obligations, this is done for legal reasons. We will update personal data promptly if an applicant advises that his/her information has changed or is inaccurate.

To operate an effective recruitment process, we will collect and store personal information you submit as part of the application process. By submitting your personal information, you are consenting to us using it in accordance with this policy. You are under no obligation to provide your consent for the organisation to hold your data out-side of the recruitment process. If you do not consent to the organisation holding, processing, and sharing your personal data during the recruitment process, we may not be able to process your application.

In some cases, the organisation will need to process data to ensure that it is complying with its legal obligations. For example, we must check an applicant's entitlement to work in the UK.



What data do we hold on you?

The personal data we hold regarding you can include, but is not limited to, information such as:

- Your name and address.
- Email address and telephone number.
- Date of birth.
- Equal opportunities monitoring information.
- Your nationality and entitlement to work in the UK.
- National insurance number.
- Information about your current salary and benefits.
- Qualifications and skills.
- Work experience and employment history.
- Information about your criminal record.
- Disability status to enable us to make any reasonable adjustments throughout the recruitment process.

Any applicant wishing to see a copy of the information about them that we hold should contact the organisation

Who can access your personal data?

Your personal data may be shared internally with other members of staff involved in the recruitment process for them to perform their roles. Throughout the recruitment process we maintain strict confidentiality and only process and retain personal data of unsuccessful applicants for up to 12 months before being deleted or destroyed.

How do we protect applicants' personal data?

Our servers and storage systems are based in the UK and we have ensured that appropriate safeguards are in place to protect your personal data.

We take the security of your personal data very seriously. Internal policies and controls are in place to try to ensure that data is not lost, accidentally destroyed, misused, or disclosed, and is not accessed except by our employees in the performance of their duties. Where we engage third parties to process personal data on our behalf, they do so based on written instructions, are under a duty of confidentiality and are obliged to implement appropriate technical and organisational measure to ensure the security of data. For example, we ensure that we use encrypted devices, uses passwords, virus protection and has firewalls.

What rights do you have in relation to your information?

You have the following rights in relation to your personal data: -

- The right of access to the personal data and supplementary information. This right is to enable you to be aware of and verify the lawfulness of the personal data we are processing.
- The right to rectification. This right allows you to have personal data rectified if it is inaccurate or incomplete.
- The right to erasure. This is also known as the 'right to be forgotten'. This is not an absolute right and applies in specific circumstances.
- The right to restrict processing. The right applies in circumstances where, for example, the data subject contests the accuracy of the data or challenges the public interest or legitimate interest basis. Further guidance can be obtained from the ICO's website.



- The right to data portability. This allows individuals to obtain and reuse their personal data for their own purposes.
- The right to object. Individuals have the right to object to:
 - Processing based on legitimate interests or the performance of a task in the public interest / exercise of official authority.
 - Direct marketing
 - Processing for scientific / historical research and statistics.
 - Rights in relation to automated decision making and profiling.

Further guidance and advice on the above rights can be obtained from the ICO:

<https://ico.org.uk/for-organisations/guide-to-the-general-data-protection-regulationgdpr/individual-rights/>

This policy may be subject to change, and any changes. We recommend that you check the Privacy Notice each time you submit an application. If you have a concern about the way we are collecting or using your personal data, we ask that you raise your concern with us in the first instance by contacting the Data Protection Officer on admin@empowermat.co.uk Alternatively, you can contact the Information Commissioner's Office at <https://ico.org.uk/concerns> to raise any issues you have.

