



Higher Level Teaching Assistant  
Westerton Primary Academy

# Information Pack



Westerton  
Primary Academy

a member of Leodis Academies Trust

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# Welcome



Dear Candidate

Thank you for your interest in applying for a role working at Westerton Primary Academy, which is part of the Leodis Academies Trust family of schools. We hope the information provided will encourage you to seriously consider becoming part of our academy where we want our children to be happy, healthy, safe and successful, to believe in themselves and to make a positive mark in the community. All staff are integral to making this a reality.

Westerton Primary Academy is an educational centre of excellence where we pride ourselves on our ability to develop all aspects of our learners. We aim to provide high quality education in a caring and inclusive setting. We work together to enable all children to achieve well, gain confidence and contribute in a positive way to the school and the community.

We have an extremely committed staff team who work hard to improve the school and get things right. We are ready to take on new challenges and communicate clearly and consistently. Sharing good ideas is important to us and we encourage reflective learning.

Our emphasis on academic success is matched by our commitment to developing high artistic standards, physical prowess and an understanding that emotional well-being can be fostered through enriching, positive opportunities to collaborate, support and compete.

A tour of our learning environment reveals confident, enthusiastic young people who are willing to learn and enjoy new challenges. They question, experiment and persevere as they engage with and apply new knowledge, skills and understanding. Their respect and encouragement for each other is derived from the safety of knowing each and every person is valued, diversity is embraced and personalised approaches ensure individual needs are addressed.

We have a supportive Governing Body and highly value the contribution of parents working in harmony with the school. We firmly believe that a strong partnership between home and school begins before a child even enters the classroom.

More detail on the role itself is contained in the Job Description later in this document. I hope that the information provided is of use. If you require any further information or would like to speak to someone about your application, you will find some contact details in the 'Application Process' section of this document.

I look forward to receiving your application.

Mr David Livie  
Principal of Westerton Primary Academy

# Leodis Academies Trust

Leodis Academies Trust was established in April 2016 to formalise the collaborative working of four high performing schools within close proximity of one another. In September 2018, Blackgates Primary Academy joined the Trust cementing our place at the heart of the Tingley and Ardsley Community. Leodis offers young people the opportunity to experience consistency and security in their education from 2 to 18 years old; from the start of nursery to the end of sixth form and into adulthood.

Leodis Academies Trust and our individual Academies are committed to 'Forging Young Futures'. To do this, each Academy has its own ethos and identity and has the freedom to develop individually as well as working collaboratively to secure high quality outcomes for all its young people. By providing an extensive curriculum both within and beyond the classroom we cater for the wide range of talent and ability that our students have to offer. We work tirelessly to improve the life chances of all our young people and support them to make a positive contribution to their community.



Whilst Leodis consists of schools closely geographically located, the Trust works collaboratively with a wide range of partner organisations both locally in Morley and south Leeds as well as further afield with our Initial Teacher Training partnerships, Universities and employers.

Our positive outlook and excellent reputation enables us to attract and sustain high quality staff teams led by exceptional leadership teams. We value our staff and the experience that they can bring to the Trust so that we can continue to build on our strengths. Those we recruit need to demonstrate that they want to be part of the collaborative working culture upon which we pride ourselves. We want to be the employer of choice in the area and working for the Trust, you will be able to access the many staff benefits on offer.



# Values and Aims

**At Leodis Academies Trust we are committed to developing every young person's full learning potential through a wide variety of educational experiences in an environment that fosters positive relationships based on mutual respect.**

## **Every individual part of the whole:**

Each of our schools have their own identity and ethos that reflects their specific community and the needs of the young people within them. However they are all underpinned by a strong sense of purpose, order and control which in turn produces confident and enthusiastic young people who value education and the opportunities it affords them.

## **Building on excellence together:**

Not content with focusing on academic excellence we all work hard to shape our young people into fully rounded individuals, ready to face the demands of a rapidly changing society. We access a comprehensive range of support and development services, in-house and externally, to ensure barriers to learning are tackled and their impact on attainment is reduced to allow every young person to make significant progress.

Our positive outlook and excellent reputation enables us to attract and sustain high quality staff teams lead by exceptional leadership teams. Our tireless focus on quality first teaching secures a safe, happy and high achieving learning environment for all our young people. We value every success and celebrate the achievements of all our young people through events, newsletters and our websites.

## **Looking outwards to strengthen within:**

With collaboration at the heart of our work as a Trust we are able to share good practice, resources, and a philosophy that secures high quality teaching and learning across our schools. We focus on the breadth of curriculum; and value and provide enrichment opportunities for our young people to develop their talents and to find new skills and interests.

Whilst we focus on working together across the schools we recognise that we cannot grow, develop and fulfil our vision for every young person without strong partnerships. Central to this is the relationship between home and school; strong communication and open, honest dialogue ensuring we know our young people well and can work together to meet their needs.



# Staff Benefits & Wellbeing

**At Leodis Academies Trust we pride ourselves on our collaborative approach to working together. We look for individuals who can contribute to this and make a difference to the academies that form our Trust. In return we can offer:**

- Attractive salaries and annual leave entitlements.
- Free parking on site (subject to availability).
- Enhanced maternity, paternity and adoption leave.
- Auto-enrolment into an attractive pension scheme (West Yorkshire Pension Fund for support staff and Teachers Pension Scheme for teaching staff).
- Access to an Employee Assistance Programme providing confidential support 24 hours a day, 7 days a week in addition to counselling and physiotherapy if required.
- Access to job related learning and development opportunities.
- Access to an expanding range of lifestyle benefits including free flu vaccinations and a cycle to work scheme.



# Job Description

## Higher Level Teaching Assistant

<b>Working Pattern</b>	32.5 hours per week term time only plus 3 days
<b>Grade</b>	SO1 – SCP 23 – 25 (£26,718 – £28,215 actual salary)
<b>Contract Type</b>	Permanent
<b>Responsible to</b>	Principal

### Purpose of the role

To complement the professional work of teachers by taking responsibility for agreed learning activities under an agreed system of supervision. This may involve planning, preparing and delivering learning activities for individuals/groups or short term for whole classes and monitoring pupils and assessing, recording and reporting on pupils achievement, progress and development.

### Main Duties

- Deliver pre-planned lesson to whole classes in the absence of a teacher
- Adapt and deliver learning activities to meet the needs of all pupils, including those with SEN or EAL within an agreed system of supervision.
- To assess the needs of pupils and use detailed knowledge and specialist skills to support pupils learning.
- To develop and implement IEP's.
- To promote the inclusion and acceptance of all pupils within the classroom
- Support pupils consistently whilst recognising and responding to their individual needs.
- To 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.
- Organise and manage appropriate learning environment and resources.
- Within an agreed system of supervision, plan, challenging teaching and learning objectives to evaluate and adjust lessons/work plans as appropriate.
- 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.
- Support the role of parents in pupils learning and contribute to /lead meetings with parents to provide constructive feedback on pupil progress/achievements
- Administer and assess/mark tests and invigilate exams/tests.
- Production of lesson plans/worksheets
- Deliver local and national learning strategies, e.g. literacy, numeracy, KS3, EYFS and make effective use of opportunities provided by other learning activities to support the development of pupils skills.
- Use ICT effectively to support learning activities and develop pupils competence and independence in its use.
- To select and prepare resources necessary to lead learning activities, taking account of pupils interests and language and cultural backgrounds.

- Monitor and evaluate pupil responses to learning activities through a range of assessment and monitoring strategies against pre-determined learning objectives.
- Be aware of and support differences 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.
- Take the initiative as appropriate to develop appropriate multi-agency approaches to supporting pupils.
- To establish productive working relationships with pupils, acting as a role model and setting high expectations.
- To advise on appropriate deployment and use of specialist aid/resources/equipment.
- Recognise own strengths and areas of specialist expertise and use these to lead, advise to support others.
- Contribute to the identification and execution of appropriate out of school learning activities which consolidate and extend work carried out in class.
- Deliver out of school learning activities within the guidelines established by the school.
- Liaise between managers/teaching staff and teaching assistants.
- Undertake any relevant CPD.

## Trust/Academy wide Expectations

- Attend and participate in staff meetings, training and briefings as appropriate.
- Safeguarding: Promote and safeguard the welfare of children and young people; follow all safeguarding and child protection policies and training requirements
- Equality, diversity & inclusion: Uphold Trust policies and the Public Sector Equality Duty; model respectful, inclusive behaviours.
- Values; Actively model and promote the values of the Trust and Academy.
- Trust policies and procedures Health and Safety, confidentiality and GDPR regulations
- In all matters, be aware of the need for accountability and to represent the Trust's interests in the community.
- To undertake any other duties that are commensurate with the post.

The duties and responsibilities highlighted in this job specification are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post and the grade has been established on this basis. It will be subject to review through annual Performance Management.

Leodis Academies Trust is a Multi-Academy Trust comprising of five Academies; Blackgates Primary, East Ardsley Primary, Hill Top Primary, Westerton Primary and Woodkirk Academy. The post holder will primarily be based at Westerton Primary Academy but may be expected to work across multiple sites within the Trust.

## Key

A – Application form

C – Certificate

R – Reference

T – Task

I – Interview

# Person Specification

## Higher Level Teaching Assistant

Qualifications & Training	• Level 2 qualification (or equivalent) in Maths and English	E	AC
	• Meet Higher level Teaching Assistant standards or equivalent qualification or experience	E	AC
	• Willingness and ability to obtain and/or enhance qualifications and training and development in the post	E	ACT
Knowledge & Experience	• Knowledge of working with children of relevant age in a learning environment	E	ACRTI
	• Working knowledge and experience of implementing national/foundation stage curriculum and other relevant learning programmes and strategies	E	ARTI
Skills and Abilities	• Ability to communicate effectively with a wide range of audiences	E	ARTI
	• Ability to maintain confidentiality and work with discretion	E	ARTI
	• Ability to deal with difficult situations with diplomacy	E	ARTI
	• Ability to use standard ICT packages and Microsoft Office	E	ARTI
	• Ability to liaise with colleagues across the Trust, pupils, parents and carers in an appropriate and professional manner	E	ARTI
	• Ability to adapt to ever changing priorities	E	ARTI
	• Ability to use own initiative	E	ARI
	• Relate to pupils in a pleasant and sympathetic manner and to recognise potential child safeguarding issues	E	ARI
	• Commitment to safeguarding and promoting the welfare of our students	E	ARI
	• Commitment to the values and vision of Leodis Academies Trust	E	ARI
Personal Qualities	• Positive, enthusiastic and committed to supporting pupils learning and development.	E	ATI
	• Flexible, adaptable and willing to work across different classes or year groups as required,	E	AT



# Application Procedure

For a discussion on this vacancy please contact Westerton's main office on **0113 2533504**.

Please apply using the online application form - [click here](#). In compliance with Safer Recruitment guidelines, CVs will not be accepted.

<b>Closing Date</b>	Monday 8 <sup>th</sup> June 2026 at 9am
<b>Interview Date</b>	Tuesday 16 <sup>th</sup> June 2026

Shortlisted candidates will be contacted with details of the interview process. We will contact everyone who has submitted a correctly completed application form to let you know whether you have been successful or not. If you have not been shortlisted, unfortunately, due to the number of applications that we receive, we are unable to comment and give feedback on your application.

## Safer Recruitment

The schools within Leodis Academies Trust are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

We therefore have a rigorous recruitment process which includes assessing candidates' suitability to work with children. All staff will be required to hold an enhanced DBS Disclosure.

## Equal Opportunities

Leodis Academies Trust is an equal opportunities employer and welcomes applications from all sectors of the community. At Leodis Academies Trust we believe that all individuals are of equal value and we are committed to equal opportunities for all. All people who work and study in the school have the right to be respected and valued within a safe and secure environment and not to be discriminated against on the grounds of age, class, sex, race, disability, sexual orientation and religion or belief.

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Please [click here](#) to view the Privacy Notice for Applicants.

# Recruitment Process

Leodis Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

## DISABLED APPLICANTS

If you are a disabled person and may not be able to meet some of the job requirements because of your disability, please specify this in your application. If you meet all other criteria, you will be shortlisted, and we will discuss with you if there are ways in which the post can be modified to meet your needs.

## EQUAL OPPORTUNITY EMPLOYER

Leodis Academies Trust is an equal opportunity employer committed to the elimination of discrimination throughout its employment practices. Selection criteria procedures will be reviewed frequently to ensure that individuals are selected and treated based on their merits and abilities. All information is treated in confidence and personal information submitted as part of the Equal Opportunities questions will not form part of your application; the shortlisting panel do not have access to this information.

## REHABILITATION OF OFFENDERS

The post you are applying for requires you to have a Disclosure & Barring Service check. Prior to your interview you will be required to disclose details of your criminal history as appropriate in line with the Rehabilitation of Offenders Act 2013. Guidance about what you are required to disclose can be found [here](#). Having a criminal record is not necessarily a bar to obtaining a post. This information may be discussed with you at your interview in order to assess job related risks, but we emphasise that your application will be considered on merit and ability and you will not be discriminated against unfairly.

Failure to disclose required information will result in any offer of employment being withdrawn. A DBS check will be carried out for successful applicants – this check for disclosure of criminal history will include spent convictions, pending prosecutions/current court proceeding and police enquiries. In the event of employment, any failure to disclose such convictions will normally result in dismissal by the Trust. Any information given will be completely confidential and will be considered only in relation to this application. We have a written policy on the recruitment of ex-offenders, which can be found on the Leodis Academies Trust website

## CANVASSING

You must not try to influence any current employee or member of the school governing board or Trust, to act in your favour as this will disqualify you. If you are related to a current employee, governor or Trust member, you must indicate this in the relevant section of the application form.

## REQUIREMENTS FOR REFERENCES

At least one of the references should be your current employer. If you are not currently working with children, but have previously done so, then you must include a referee from the last post where you worked with children. If you have not been in recent paid employment, referees should be appropriately qualified to provide confirmation of your suitability for employment. Referees will normally be contacted before interview where possible. You should be aware that your referees will be asked if, in relation to you, they are aware of any Child Protection allegations or issues of a similar nature.

## SHORTLISTING & INTERVIEWS

Applicants who meet the requirements will normally be shortlisted for interview, however, places for interview will need to be limited to a manageable number. In addition, the school may conduct tests and/or written exercises in appropriate circumstances and you may be asked to undertake such exercises as part of the selection process. At the interview, the panel will ask questions which are intended to allow you to expand on your application and to demonstrate how you meet the requirements of the post. This is also your opportunity to ask questions relating to the job. You will also be asked for your views on the importance of safeguarding children and provide evidence of your suitability to work with young people through your responses to interview questions.

## SALARY SCALES & INCREMENTS

Administrative, Professional, Technical & Clerical (APT & C) Grades relating to Operational Staff – Progression on the salary scale is by annual increment until the maximum within the grade is reached, subject to at least 6 months service in the grade and a satisfactory performance review and levels of attendance by that date.

## PRE-APPOINTMENT CHECKS

### Permission to Work in the UK

Please note that we can only consider applications from British citizens, EU citizens with settled status (in line with right to work guidelines after Brexit) and those holding valid UK visas.

### At Interview

Under the Asylum and Immigration Act 1996, we must ensure that you have permission to work in the United Kingdom. No offer of employment can be made without verification of proof of identity.

During the period 1 January to 30 June 2021, employers can continue to use European Economic Area (EEA) and Swiss passports and national identity cards as evidence of an individual's right to work in the UK.

As evidence of your right to work in the UK, you will need to submit one of the original documents included in List 1 below, or two original documents specified in List 2 below. Alternatively you can provide your right to work share code to us so that we can check online your right to work in the UK.

## List 1

- A passport showing that the holder is a British citizen, or has a right of abode in the United Kingdom.
- A document showing that the holder is a national of a European Economic Area country or Switzerland. This must be a national passport or identity card. EEA and Swiss nationals who are in the UK before 31 December 2020 have until 30 June 2021 to apply for either settled or pre-settled status, which will give them the right to work in the UK.
- A resident permit issued by the Home Office to a national from a European Economic Area country or Switzerland.
- A Biometric Residence permit or current passport endorsed to show that the holder can stay indefinitely in the United Kingdom or has no time limit on their stay.
- A passport or other travel document endorsed to show that the holder can stay in the United Kingdom; and that this endorsement allows the holder to do the type of work you are offering if they do not have a work permit.
- An Application Registration Card issued by the Home Office to an asylum seeker stating that the holder is permitted to take employment.

## List 2

– First Combination of two documents

- A document giving the person's permanent National Insurance Number and name. This could be a P45, P60, National Insurance card, or a letter from a Government agency.
- Plus, one of the following documents:
  - A full birth certificate issued in the United Kingdom, which includes the names of the holder's parents; OR
  - A birth certificate issued in the Channel Islands, the Isle of Man or Ireland; OR
  - A certificate of registration or naturalisation stating that the holder is a British citizen; OR
  - A letter issued by the Home Office to the holder which indicates that the person named in it can stay indefinitely in the United Kingdom, or has no time limit on their stay; OR
  - An Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the person named in it can stay indefinitely in the United Kingdom, or has no time limit on their stay; OR
  - A letter issued by the Home Office to the holder which indicates that the person named in it can stay in the United Kingdom, and this allows them to do the type of work that you are offering; OR
  - An Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the person named in it can stay in the United Kingdom, and this allows them to do the type of work that you are offering.

– Second Combination of two documents

- A work visa or other approval to take employment that has been issued by the UK government. Plus, one of the following documents:
- A passport or other travel document endorsed to show that the holder is able to stay in the United Kingdom and can take the employment in question; OR
- A letter issued by the Home Office confirming that the person named in it is able to stay in the United Kingdom and can take the employment in question.

## QUALIFICATIONS

### At Interview

Evidence of qualifications relevant to the post and proof of Qualified Teacher Status (if applicable) will also be required. We can only accept original certificates. If you cannot produce original documents or certified copies, written confirmation of your relevant qualifications must be obtained from the awarding body.

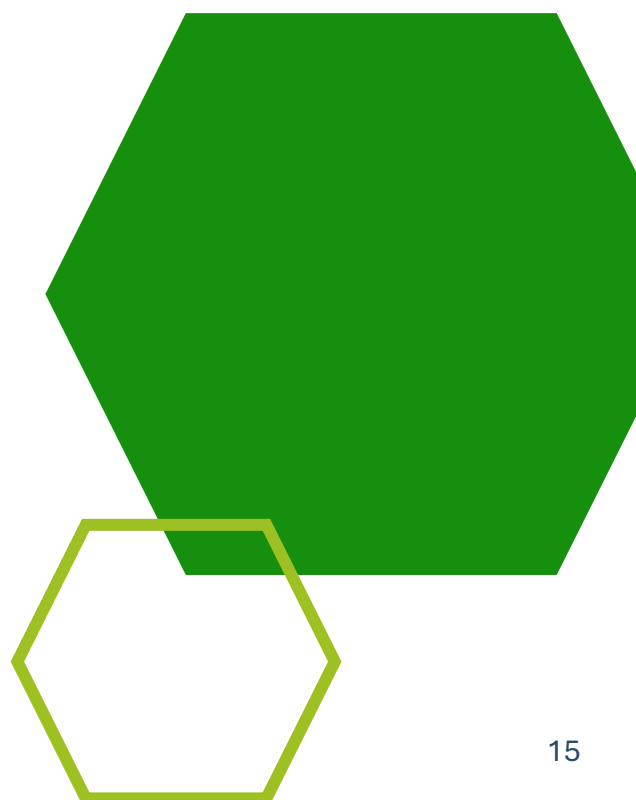
## PROOF OF IDENTITY

**At Interview** - In accordance with Keeping Children Safe in Education, we must see proof of your identity and evidence your name, date of birth, address and see some form of photographic identity.

**At Appointment** - In accordance with Safer Recruitment guidelines designed to protect young people, we will check your suitability to work with children. You will need to undertake an Enhanced Disclosure via the Disclosing and Barring Service (DBS), involving completing an electronic application for this purpose and provide original supporting documents. A copy of the DBS Code of Practice can be made available on request.

## MEDICAL CLEARANCE

At Appointment - Verification of your medical fitness is required and again you will be asked to complete a form. You will not be able to start work, for insurance purposes, until medical clearance has been received.



# Policy Statement on the Recruitment of Ex-Offenders

- The Trust is committed to the fair treatment of its staff, potential staff or users of its services, regardless of any protected characteristics (e.g. age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity, religion or belief, sex, sexual orientation, race/colour/nationality/ethnic origin, disability) or their responsibilities for dependants or their offending background.
- This policy will be made available to all applicants at the outset of the recruitment process.
- The Trust actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications and experience.
- A DBS check is usually required for most positions in the Trust. For positions requiring a DBS check, all application forms, job adverts and recruitment briefs will contain a statement that a satisfactory DBS check is an essential condition of employment with the Trust.
- A DBS check will be requested after an offer of employment has been made, and the person has accepted the offer of employment. Therefore, any offer of employment is subject to receipt of a satisfactory DBS check.
- Where a DBS check is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. Applicants called for interview should provide details of their relevant criminal record by completing the self-disclosure form which will be sent to them when they are invited for interview. This form should be given to the Chair of the interview panel. This is to ensure that only those who are entitled to see the information are privy to it. If you are unsure what constitutes a relevant criminal record, please refer to [this document](#) for clarification.
- Failure to provide full details of a criminal record or information that is directly relevant to the position sought could lead to the offer of employment being withdrawn or dismissal if the successful candidate has already commenced employment in the post.
- The Trust will take advice from a suitably trained person (usually the Trust's HR Manager or Legal Adviser) to identify and assess the relevance and circumstances of offences.
- At interview, or in a separate discussion, the Trust will ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position.
- The Trust makes every subject of a DBS check aware of the existence of the Code of Practice and make a copy available on request.
- The Principal (or designated senior manager) and the HR Manager will be made aware that all information in relation to previous convictions given by applicants must be treated in the strictest confidence.
- The Trust undertake to discuss any matter revealed in a DBS check with the person seeking the position before withdrawing a conditional offer of employment.



# Westerton Primary Academy

a member of Leodis Academies Trust

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