

# The Special Partnership Trust

*A community which aspires together*

**Delivered by:**

An ambitious, inspirational partnership of outstanding learning.

**Achieved by:**

An integrated Trust with strong leadership at all levels in delivering outstanding educational outcomes, empowering pupils, parents, and staff to strengthen our community even further.

## JOB DESCRIPTION

<b>Job Title/Salary:</b>	Higher Level Teaching Assistant
<b>Salary:</b>	£28,911 FTE per annum / £22,137 pro rata
<b>Base:</b>	

<b>Main Purpose of Roles:</b>
<ul style="list-style-type: none"> <li>• To support Teachers' delivery of the curriculum and subsequent assessment, implementing the outcomes of the SPT PARRCS policy (Plans, Assesses, Records, Reports, Celebrates and Standards).</li> <li>• Contribute to the development of support staff, pupils, policies and strategies, working collaboratively with teaching staff on the whole planning cycle and management/preparation of resources.</li> <li>• To supervise whole classes during the short-term absence of teachers</li> <li>• To provide support for pupils, Teachers, Teaching Assistants and the Trust to raise standards of achievement, utilising advanced knowledge and skills</li> <li>• To encourage pupils to become independent learners, provide support for their welfare and inclusion of pupils in all aspects of schools' life including mainstream attendance where appropriate</li> <li>• To uphold the HLTA standards in all aspects of work</li> <li>• To effectively contribute to all aspects of professional development including any development identified via the SPT/School Performance Management process</li> </ul>

<b>Duties and Responsibilities:</b>
<ul style="list-style-type: none"> <li>• Assist children in developing knowledge, skills and attitudes as defined by the curriculum, taking into account the learning support involved to aid the children to learn effectively make progress over time</li> <li>• Plan, evaluate and adjust lessons/ work plans with Teachers, developing and preparing resources around pupil need, including out of school contexts</li> <li>• Effectively teach whole classes within an agreed system of supervision and lesson framework, motivating and progressing learning by using structured, interesting teaching techniques</li> <li>• Establish supportive relationships with pupils, encouraging individual development, acceptance, social integration, self-esteem and ensuring all pupils have equal opportunities to learn and develop</li> <li>• Contribute to and uphold all aspects of the design and implementation of risk assessments/ additional control measures aimed at keeping pupils and staff safe at all times in accordance with Trust /School policy</li> <li>• Provide detailed feedback to Teachers on lesson content via the effective use of assessment, pupil responses and their attitudes to learning (behaviour)</li> </ul>

- Use behaviour management strategies in line with the Trust policy to ensure a purposeful learning environment that ~~and~~ encourages pupils to interact and work cooperatively
- Organise and safely manage learning environment and resources
- Effectively deploy teaching assistants/ volunteers when leading whole class teaching
- Contribute to meetings with parents or relevant professionals (which may be held outside of school hours), providing constructive feedback on pupil progress, achievement and behaviour under the direction of the Head Teacher/ line manager
- Exchange information with parents, both verbal and written, supporting their child's attendance, access and learning home to school and community links in accordance to the School/ Trust policy
- Effectively use IT assessment, recording and reporting systems, for example B Squared and SIMS
- Monitor pupil progress with Teachers through a range of activities, assessing responses to learning tasks and modifying methods to meet pupil needs
- Provide constructive feedback to pupils in relation to their progress and achievements, provide meaning and relevance in the way this is communicated
- Contribute to observations and assessments planned by the Teacher, providing reports/ evaluations to enable support for specific pupils
- Contribute to any multi-agency team meetings for specified pupils; implement outcomes identified accordingly (e.g. – sensory integration recommendations)
- Organise and lead groups for offsite activities or visits, carrying out risk assessments as required meeting full compliance of the education off site visit policy held by the Trust/School
- Undertake qualified first aid training; administer minor first aid as trained and assist in the dispensing of medically prescribed controlled drugs meeting the compliance measures expected by the school nurse
- Assist with the safe physical and medical needs of pupils including:
  - personal hygiene/self-care, for example toileting or changing
  - specialist care, for example one-to-one feeding where training has been undertaken
  - mobility needs, for example use of wheelchairs or hoists where training has been undertaken
- Meet emotional and behavioural needs of pupils, supporting the Teacher/ teaching team in managing challenging behaviour to prevent harm or disruption
- Supervise pupils during break times and plan/ organise play time activities
- Implement advice from professional/ specialist support staff involved in education of pupils
- Attend relevant meetings/ training days and assist in development of policies and procedures
- Raise any concerns in accordance with the school's safe guarding policies and procedures
- Support pupils in work placements which may include off site work experience and associated duties where relevant
- Seek any additional advice and guidance from line managers in relation to any aspect of the role which provides further clarity

#### **General – applicable to all Trust roles:**

- To ensure that pupils needs are prioritised and to have a clear sight of how this role impacts on the Trust's pupils at all times
- Where required, to work flexibly to support bespoke learning packages and pupil learning 'outside' the school
- To adhere to Trust values and behaviours
- To be aware of and adhere to all Trust policies and procedures
- To be responsible for your own continuing self-development and attend meetings as appropriate
- To undertake other duties appropriate to the post as required or identified by Trustees

## Company Overview:

We are a specialist educational trust on a journey to raise the bar and set new standards for Special Educational Needs (SEN) throughout the South West.

The Trust was founded in 2016 and is currently made up of 6 schools and 4 ARBs. Unlike other trusts, we are purely made up of SEN schools and ARBs. This puts us in a unique position to do things differently.

We realised early on in our journey that there wasn't a one-size-fits-all approach. So we developed a philosophy that places our young people front and centre. Every decision we take is based on meeting the needs of our young people and helping them succeed. And when we say 'succeed' we don't just mean academically.

When you work with us you'll be joining a specialist educational trust on a journey to raise the bar and set new standards for Special Educational Needs (SEN) throughout the UK.

We are not afraid to do things differently and we never settle for ordinary. We aspire to be the best in everything that we do. We provide our young people with the highest quality education, give them access to the best opportunities available to them, and take pride in giving them a sense of self-worth and purpose - built on a foundation of resilience and independence.

Through collaboration, co-operation, and creativity - underpinned by an ethos built on inclusivity, empowerment, and transparency - we aim to inspire every single young person (as well as their families and our staff) to be the very best versions of themselves they possibly can. We do this through an ambitious, specialist curriculum that goes beyond school life and focuses on living as well as learning.

We step outside the comfort zone when it's needed, we care more than people think is needed or necessary, and we genuinely want to improve the lives and experiences of our learners. We dare to be different, we have courage in our convictions, and we strive every single day to draw the best out of everything and everyone in our community.

### We are...

**Ambitious:** We believe in setting new standards and consistently raising them through the quality of our work and approach.

**Aspirational:** We dream big and are brave enough to act on our aspirations. Invested. We care. It's easy to say but, for us, it flows through every part of the Trust. We are invested in improving the lives of our young people both now and into the future.

**Purposeful:** We don't do things for the sake of doing them. We are driven by our purpose and committed to turning our vision into a reality.

**Genuine:** Honesty, transparency, and authenticity are what all our work is built on. Inclusive. Every single voice matters. Everyone can have ideas, express views, and be heard.

**Energetic:** We make SEN exciting. We are the go-getters and the trend-setters. We are not bound by convention and infuse our energy and passion through everything we do.

**Specialist:** We are a specialist trust and this gives us a unique and unprecedented insight into the needs of our young people and their families.

<b>Person Specification:</b>			
	<b>Essential</b>	<b>Desirable</b>	<b>Recruiting method</b>
<b>Education and Training</b>	<p>Meet and uphold the HLTA standards or equivalent qualification or experience</p> <p>Attainment of 5 GCSE's A-C (or equivalent) including English and Maths.</p>	Evidence of specialism in specific curriculum areas or areas of particular learning difficulty	Application
<b>Skills and Experience</b>	<p>Experience working with children in an education setting particularly those who have special educational needs; meeting such needs in all aspects of role/ responsibilities associated during the school day/ week</p> <p>Effective oral and written communication skills</p> <p>Good IT skills and ability to learn and effectively use electronic information systems</p>	<p>Experience in a supervisory role</p> <p>Experience working with SEN children or adults</p> <p>Experience in administering medical procedures/delivering therapies</p>	Application/ Interview
<b>Specialist Knowledge and Skills</b>	<p>Knowledge of curriculums, learning methods and lesson planning, understanding that all learning needs to remain sequenced</p> <p>Able to react and deal effectively with challenging or unpredictable behaviours</p> <p>Ability to undertake compliance training to administer medical procedures where required</p> <p>Demonstrate a detailed awareness, understanding and commitment to the protection and safeguarding of children and young people at all times</p> <p>Demonstrate an awareness, understanding and commitment to equal opportunities</p>		Application/ Interview
<b>Behaviours and Values</b>	<p>Be flexible to work independently in a responsible manner</p> <p>Constructively support the positive ethos of the school by being self-aware and taking personal</p>		Application/ Interview

	responsibility for being part of the broader team		
	Demonstrate leadership qualities and set examples of positive behaviours		

<b>Special Conditions related to the post:</b>
<p><b><i>The Trust is committed to safeguarding, promoting the welfare of children and to ensuring a culture of valuing diversity and ensuring equality of opportunities.</i></b></p> <p>Successful applicants must be suitable to work with children and will need to undertake the following before commencing employment:</p> <ul style="list-style-type: none"> <li>• Enhanced Disclosure &amp; Barring Service (DBS) Certificate with barred list information</li> <li>• Receipt of two satisfactory employer references one of which must be from your current or most recent employer</li> <li>• Satisfactory verification of relevant qualifications</li> <li>• Satisfactory health check</li> </ul> <p>All employees will be required to undertake mandatory training required by the Trust.</p>

<b>Trust Benefits:</b>
<p><b>Our Trust is committed to providing employee benefits that motivate and reward our employees. Our benefits include:</b></p> <ul style="list-style-type: none"> <li>• A competitive salary</li> <li>• 29 days paid annual leave (plus bank holidays) - pro-rata for part time workers</li> <li>• Eligibility to join the local government pension scheme</li> <li>• Family friendly policies</li> <li>• Local and national discount schemes, special offers and cash back initiatives</li> <li>• Employee Assistance Programme</li> <li>• Bike2Work Scheme</li> <li>• Simply Health Optimise Health Plan and Wellbeing support</li> <li>• Continued professional development support</li> <li>• Apprenticeship Opportunities</li> <li>• Flexibility to work across the Special Partnership Trust, the largest SEN provider in the county</li> <li>• Support for the wellbeing of staff</li> </ul>