



JOB TITLE: HLTA

The post holder will be accountable to a Centre Lead/Deputy Head of Primary.

JOB DESCRIPTION

To support the delivery of high-quality, engaging and therapeutic learning within Arise Education's primary provision.

The HLTA will work closely alongside teachers and wider pastoral teams to support pupils with a range of social, emotional, behavioural and additional learning needs, helping to create safe, nurturing and aspirational learning environments where children can flourish academically, socially and emotionally.

The role will include supporting learning within classrooms and intervention spaces, leading learning activities 1:1 work and small group sessions and occasionally delivering specific interventions under the direction of teaching staff.

Duties and Responsibilities

Teaching and Learning Support

- To support the delivery of engaging, adaptive and creative learning experiences for primary-aged children.
- To work with individual pupils and small groups to support academic progress, emotional regulation and personal development.
- To lead planned learning activities and interventions under the guidance of teaching staff.
- To contribute to a broad and balanced primary curriculum, including opportunities for play-based, experiential and outdoor learning.
- To support the implementation of Arise Education's "Learning Loop" cycle of learning, including reflection, adaptive practice and responsive support strategies.
- To encourage engagement, independence, resilience and positive learning behaviours.
- To assist in the preparation of learning environments, activities and resources.
- To contribute to assessment observations and feedback regarding pupil progress and engagement.

Relationships and Teamwork

- To work collaboratively as part of a multidisciplinary team alongside teachers, pastoral staff and leaders.
- To build positive, trusting and consistent relationships with pupils.
- To communicate effectively and professionally with families and external professionals where appropriate.

**Teachers should have either a teaching qualification or teaching experience and will be paid at a determined point on our Experienced, Inexperienced or Unqualified Teacher Pay Scales depending on their qualifications and experience.*

- To contribute positively to team meetings, reflective practice and CPD opportunities.

Safeguarding and Pastoral Care

- To support children's emotional wellbeing through nurturing, relational and restorative approaches.
- To help create calm, safe and structured learning environments.
- To support pupils with emotional regulation and behaviour, using de-escalation and trauma-informed approaches.
- To contribute to individual support plans, risk assessments and pastoral strategies as required.

General Duties

- Be aware of and comply with policies and procedures relating to safeguarding, equal opportunities, health, safety and security, confidentiality and data protection, reporting all concerns to DSLs.
- To attend staff meetings and CPD sessions as relevant and required.
- Undertake any other duties consistent with the objectives and level of responsibility of the post as may be required by the Core Team.

PERSON SPECIFICATION

Qualifications

- Degree level qualification in a related subject are desirable.
- A related qualification is desirable but not essential.

Skills and Experience

- Ability to teach individual students to KS3 level.
- Good teamwork and communication skills.
- Flexible and creative thinking to overcome problems.
- Teaching experience is desirable but not essential*
- A full driving license and business insurance is desirable.

Character

- Willing to flex planning to accommodate the different needs of each student.
- A commitment to the aims, ethos and values of Arise Education.

HOURS AND LOCATION

- Warwickshire schools' term time, 8.30am until 4pm.
- Arise Education's main site is based in Priors Marston. The primary sites are based at Cubbington and Rugby.

Arise Education is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

This post is subject to an enhanced DBS disclosure.

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