



Inspire Learning Trust



High Level Teaching Assistant (HLTA)

Closing Date: Wednesday 28th February 2024

Interview Date: wc 4th March 2024

Responsible to:	Communication, Community and Engagement Lead
Responsible for:	Planning, preparing, and delivering learning activities for whole classes.
Salary:	Inspire Support Band G. FTE salary is on a 4-point scale starting at £30,295.00 to £32,077.00.
Working hours:	26 hours per week, 4 days per week, term-time only.

Inspire Learning Trust is a Multi Academy Trust based in Rotherham which also includes Oakwood High School, Sitwell Junior School, Thomas Rotherham College and Winterhill School.

The post holder will complement the professional work of Teachers by taking responsibility for agreed learning activities under the agreed system of supervision. This will involve planning, preparing, and delivering learning activities for whole classes and monitoring pupils and assessing, recording, and reporting on pupils' achievement, progress, and development.

There is scope within this role for a 32.5 full-time, term-time only contract. We ask that candidates confirm their intentions for full or part-time employment at point of application.

We offer a positive working environment, we care about our learners, and we care about our staff, all of whom know and appreciate that. The successful candidate will have the opportunity to be part of this, contributing to this culture and developing it further.

Applicants are required to apply via our online application form which is available on our website: <https://www.inspiretrust.uk/vacancies/>

PLEASE NOTE we operate Safer Recruitment and we do not accept CVs or CV attachments, all applicants must complete an application form in full.

Inspire Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, other workers, and volunteers to share this commitment. The Trust is an equal opportunities employer and operates a no smoking policy in all its workplaces. We undertake to make any reasonable adjustments to a job or workplace to counteract any disadvantages a disabled person may face.

Our safer recruitment processes include online searches which will be done as part of due diligence checks ahead of interview. Employees will, in accordance with statutory guidance, be subject to a comprehensive checking process including references from current and previous employers, right to work in the UK, an Enhanced DBS check and a further check against the appropriate barred list.

All candidates are expected to read the Trust's Safeguarding Policy accessible via our website: <https://www.inspiretrust.uk/page-template/statutory-documents/>



Inspire Learning Trust



Why work for us?



Employee Assistance Programme
24/7 confidential help covering counselling and practical and emotional help.



Support Staff Holiday Entitlement
Generous annual entitlement for all our professional support staff.



Accredited living wage
We are committed to ensuring staff rates of pay exceed the national minimum wage.



Student Admissions at OHS
Priority placing for children of staff, subject to length of service.



Specsavers Eye care voucher scheme
Obtain a free eye test and discounts on glasses



Flu jabs
Flu jab vouchers available on an annual basis.



Cycle to work Scheme
Salary sacrifice scheme on a brand new bike with Cyclescheme.co.uk



Free Parking
Free car parking at all sites.



Employee Referral Scheme
You could earn £500 for recommending an appointed friend or family member



Evening Language Classes
Access to modern foreign languages classes at a 25% discounted rate.



Onboarding for new starters
Bespoke onboarding process for all new starters, including an additional day's pay.



Pension contributions
Access Teachers and Local Gov pension schemes, contributions between 16% and 24%.



Gym and exercise classes
Gym membership and exercise classes at only £10 per academic year.



Urban Yoga
Access free yoga classes at Oakwood High School.



Sports Facility Hire
Reduced rates on our sports facilities and pitch hire.



Westfield Health Scheme
A salary sacrifice scheme that gives quality health cover.



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Job Description and Person Specification

Main Purpose of Job

The post holder will be responsible for the management and development of a specialist area within the school.

A key part of this role includes providing weekly teaching cover across various classes/year groups for PPA and leadership time as required. The post holder will be assigned a PPA allowance in accommodation of this to support with planning, preparation, and assessment.

**Excellent standards of behaviour, respect and learning depend upon the 'tone' set by all members of the Trust community.
We build upon our strengths – together!**

For the purposes of this Job Description and Person Specification, Trust is Inspire Learning Trust and all Academies working within the Trust. All duties outlined below are the responsibility of the post holder who will be accountable for delivery. Where there is specific connectivity with another post, or the lead responsibility for an activity lies with another member of staff, this is stated and will be expanded on in the Service Framework and Development plan where appropriate.



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Role Specific Duties and Responsibilities of the Post

(including Leadership, Accountabilities and Operational Activities).

A = Accountability (which means being responsible for something to somebody)

L = Leadership (guide, direct and influence the outcomes of)

O = Operational (day-to-day management and control of these activities)

1. Support for Pupils	A	L	O
Assess the needs of pupils and use detailed knowledge and specialist skills to support pupils' learning.	✓	✓	✓
Establish productive working relationships with pupils, acting as a role model and setting high expectations.	✓	✓	✓
Develop and implement Individual Education Plans.	✓	✓	✓
Promote the inclusion and acceptance of all pupils within the classroom.	✓	✓	✓
Support pupils consistently whilst recognising and responding to their individual needs.	✓	✓	✓
Encourage pupils to interact and work cooperatively with others and 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.	✓	✓	✓

2. Planning, Learning & Assessment	A	L	O
Organise and manage appropriate learning environment and resources; producing planning and marking work.	✓	✓	✓
Plan challenging teaching and learning objectives and activities to evaluate and adjust lessons/workplans as appropriate, taking account of pupils' interests and language and cultural backgrounds.	✓	✓	✓
Monitor and evaluate pupil's responses to learning activities through a range of assessments and monitoring strategies against pre-determined learning objectives.	✓	✓	✓
Provide accurate feedback on pupil achievement, progress, and other matters, ensuring the availability of appropriate evidence.	✓		✓
Work within the established behaviour policy to anticipate and manage behaviour constructively, promoting self-control and independence.	✓	✓	✓
Administer and assess/mark tests and invigilate exams/tests.	✓	✓	✓



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Use ICT effectively to support learning activities and develop pupils' competence and independence in its use.	✓	✓	✓
Advise on the appropriate deployment and use of specialist aid/resources/equipment.	✓	✓	✓

3. Support for the School	A	L	O
Be aware of and comply with policies and procedures relating to Child Protection, health, safety and security, confidentiality, and data protection, reporting all concerns to an appropriate person in accordance with policy.	✓	✓	✓
Be aware of and support differences and ensure all pupils have equal access to opportunities to learn and develop.	✓	✓	✓
Contribute to the overall ethos/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.	✓	✓	✓
Recognise own strengths and areas of expertise and use these to achieve and support others.	✓	✓	✓
Deliver out of school learning activities within the guidelines established by the school.	✓	✓	✓
Contribute to the identification and execution of appropriate out of school learning activities, which consolidate and extend work carried out in class.	✓	✓	✓

4. Generic Duties and Responsibilities

4.1 Comply with all Trust policies and procedures and work in accordance with the Code of Conduct for Staff.

4.2 All employees will be asked to work at their level on pupil/student interventions to meet the needs and targets of the Trust. For support staff this will include Basic First Aid (training will be provided).

4.3 Be aware of and support differences and ensure all pupils, students and staff have equal access to opportunities to learn and develop.

4.4 Participate and contribute to Talent Development and Service Frameworks and other plans.

4.5 All employees will undertake regular and routine continuing professional development (including attendance and contribution to internal / external Training, Networking, Updating and other such events) to ensure that they develop and recognise their own strengths and areas of expertise and use these to achieve and support others and the aims of the Trust.



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4.6 Be aware of and comply with policies and procedures relating to safeguarding, health, safety and security, confidentiality, and data protection, reporting all concerns to an appropriate person in accordance with policy.

4.7 Contribute positively to the overall ethos / aims of the Trust including participation in appropriate networks and projects.

4.8 Establish constructive relationships and communicate with others (inside and external to the Trust).

4.9 Organise and support school/college and Trust events as requested.

4.10 Any other reasonable and appropriate duties as directed by Trust or school/college Senior Staff.

4.11 All staff are required to work in a way that encourages a positive work environment that is solution focused and proactive for all. As a senior support staff holder, you will support, mentor and act as a role model for all staff.



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Person Specification

The Trust is committed to safeguarding and promoting the welfare of children and young people, and expects all staff, other workers, and volunteers to share this commitment.

Key to abbreviations: MoA Method of Assessment, AF Application Form, R References, I Interview, CQ Certificate of Qualification, OT Occupational Testing, DBS Disclosure and Barring Service Check.

1. Qualifications / Training / Experience	Essential	MoA
Postholders will be required to be able to meet the Higher-Level Teaching Assistant standards or have an equivalent qualification or experience.	✓	AF / I / R
NVQ level 2 or equivalent in English and Maths.	✓	AF / I / R
Previous experience working in education.	✓	AF / I / R
Understanding of safeguarding requirements within an education setting.	Desirable	AF / I / CQ

2. Mandatory Requirements	Essential	MoA
2.1 A satisfactory DBS check at an enhanced level is a condition of employment with Inspire Learning Trust.	✓	DBS Check
2.2 Education posts are exempt from the Rehabilitation of Offenders Act, 1974; all current convictions, cautions and bindovers must be declared on the application form or provided in a sealed envelope addressed to the Headteacher. The 2013 amendments to the Act allow that minor spent convictions, cautions and bindovers do not need to be declared.	✓	AF/R
2.3 References that confirm suitability to work in an educational setting, reference must be provided from current/most recent employer. References will not be accepted from members of candidate's families or acting purely as a friend.	✓	AF/R

3. Physical Requirements	Essential	MoA
3.1 Health and physical capacity for the role.	✓	AF / I / R
3.2 A good attendance record in current employment (not including absences resulting from disability).	✓	R



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4. Effective Behaviours

The Trust looks for evidence from all candidates of effective behaviours which we value and have found to be consistent with high performance. Part of our selection process will be to assess whether candidates can demonstrate that they have exhibited these behaviours in their current or previous employment, education, voluntary or other activity. Candidates are advised to read the following carefully and provide examples of these in the 'Information in Support of the Application' section of the application form. Candidates should be prepared to discuss these in the interview process.

4.1 Seeing the Bigger Picture: Understand what your responsibilities are and how these contribute to the priorities of your team. Consider the varied impact your work could have on individuals with different needs and from other backgrounds. Gather information from both inside and outside of the Trust to inform your area of work.

4.2 Changing and Improving: Review ways of working and suggest improvements, including how to make full use of new digital technologies. Learn new procedures and help colleagues to do the same. Query any issues that arise from changes in a suitable way. Respond in an effective and appropriate manner when emergencies arise.

4.3 Making Effective Decisions: Use guidance, analyse relevant information and ask colleagues for input to support decision making. Identify and deal with any errors or gaps in information before making a decision. Consider the diverse needs of those affected by decisions and how it will impact them. Provide advice and feedback to support others in making accurate decisions. Ask others to clarify decisions when confused and query any issues that arise constructively.

4.4 Leadership: Show enthusiasm for your work and take personal accountability for your role. Demonstrate responsibility for your own objectives. Act in a fair, inclusive and respectful way when dealing with others. Be considerate and understanding of other people's points of view. Understand and support the objectives of the wider team. Demonstrate consideration of the wider consequences of own actions.

4.5 Communicating and Influencing: Put forward your views in a clear, constructive, and considerate manner. Use an appropriate method of communication for each person such as an email, telephone call or face-to-face, taking into consideration their individual needs. Use plain and simple language, being careful to check written work for errors. Consider the impact of language used on different groups of stakeholders. Remain honest and truthful when explaining opinions. Listen and ask questions to ensure your understanding.

4.6 Working Together: Proactively contribute to the work of the whole team and remain open to taking on new and different roles. Get to know your colleagues and build supportive relationships. Listen to alternative perspectives and needs, responding sensitively and checking understanding where necessary. Ask for help when needed and support others when the opportunity arises. Be aware of the need to consider your own wellbeing and that of your colleagues. Understand that bullying, harassment, and discrimination are unacceptable.

4.7 Developing Staff and Others: Identify gaps in your skills and knowledge and make plans of how to develop these. Take time to achieve development objectives. Listen to and act on feedback from colleagues to find areas you can develop. Share knowledge and skills learnt with colleagues to contribute to the learning and development of the whole team.

4.8 Managing a Quality Service: Gain a clear understanding of pupil/student needs. Plan, organise and manage your own time to deliver a high-quality education to pupils/students. Act to prevent problems by identifying issues, reporting them, and providing solutions. Keep colleagues up to date with progress.

4.9 Delivering at Pace: Always work with focus and pace to get the job done on time and to a high standard. Follow the relevant Trust policies and procedures. Use own knowledge and expertise to organise work. Keep focused on delivery and take responsibility for the quality of work produced. Keep a consistent level of personal performance. Keep managers and stakeholders updated on how work is progressing.



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This specification has been prepared in accordance with the requirements of the Trust's Equal Opportunities in Employment Policy. We undertake to consider any 'reasonable adjustments' to a job or workplace to counteract any disadvantages a disabled person may have.

Inspire Learning Trust is committed to providing a safe, secure, and supportive environment for all members of staff to support their wellbeing, built from effective relationships. As part of our Staff Wellbeing Strategy, we have contracted with the Education Support Partnership, and they provide us with an Employee Assistance Programme to support all staff on a range of issues. We will continue to work with our staff body to improve and ensure that we remain a really good place to work. Our commitment to our pay and conditions is demonstrated by the Trust being recognised as an Accredited Living Wage employer.



**Inspire Learning Trust is committed
to... Educational Social
Responsibility
We are committed to a value led
educational provision.**

Inspire Learning Trust is an organisation driven by a desire to provide a truly outstanding and inspirational educational experience for all its pupils and students. Underpinning this aspiration, is an equal commitment to being a wonderful place to work and a valued and impactful community asset.

Since its journey began a decade ago, Inspire Learning Trust has worked tirelessly to develop a strong ethos. Together, within this multi academy trust, we will work to inspire learners to achieve, for today, for tomorrow and into the future.

Through a process of engagement and collaboration, Inspire Learning Trust has further developed this ethos, by encouraging each establishment to define their specific purpose in the development of the young people they support:

- **Inspiring lives, creating possibilities, shaping futures - Sitwell Junior School**
- **Inspired to achieve - Oakwood High School**
- **A tradition of achievement - a future of opportunity - Thomas Rotherham College**
- **Everyone succeeds - Winterhill School**

Underpinning this ethos, Inspire Learning Trust has embedded a set of common values that are believed in and shared, by the trusts, staff, pupils, and trustees, these are;

***Respect, Responsibility, Resourcefulness, Resilience,
Reflection, Risk taking and Relationships***