



# Higher Level Teaching Assistant

**Location:** Bristol

**Contract:** Permanent

**Working Hours:** Full time (40 hours a week). Term time only, with seven days worked in school holidays (term times as stipulated by Bristol City Council).

**Salary range:** £26,625 - £27,690 per annum (depending on skills and experience)

## Who we are:

We support children and young people living in Bristol, South Glos and the surrounding areas, providing engaging play and youth work embedded in communities. We also provide personalised part-time and full-time alternative education environments for children and young people to overcome barriers to engagement and learning.

## What we do:

At LPW, we provide safe, emotionally supportive and enriching spaces where children and young people can: build trusted and trauma-informed relationships; grow in confidence and independence; overcome challenges; and have ownership of their learning and future.

## Our values

- **Inclusive:** We celebrate and embrace diversity and ensure everyone is seen, heard and valued.
- **Collaborative:** We work in partnerships alongside children, young people, families, communities and other professionals to achieve success.
- **Innovative:** We are bold and creative in our approach to inspire confidence, independence and free-thinking.
- **Compassionate:** We are trauma-informed – offering safe, emotionally available spaces for children and young people to learn and thrive.
- **Brave:** We foster strength and perseverance, even in the face of challenges and diversity.

## Purpose

To work as part of a professional team to support the work of teachers in raising standards of pupil achievement.

## In this role, your primary areas of responsibility will be:

### Main Duties

- Plan and supervise screening and support packages to identified pupils;
- Plan and deliver small group learning activities and lessons, working collaboratively with teachers and other professionals to promote positive learning outcomes;
- When required, provide intervention to targeted pupils in small groups or 1-to-1 as required, to assist pupils in reaching learning goals;
- To adopt a range of strategies, in line with the school's policy and procedures, to establish a purposeful learning environment and to promote good behaviour;

- To demonstrate and promote the positive values, attitudes and behaviour you expect from the students you work with;
- When required, provide support to the SENCo, including supervision of pupils and data input as required;
- Establish productive working relationships with pupils, acting as a role model and setting high expectations;
- Promote the inclusion and acceptance of all pupils within the classroom or appropriate learning environment;
- Assist with preparation for school visits and the supervision of pupils on such visits, liaise with the Educational Visits Coordinator;
- Proactively communicate with the SENCo, Management team or classroom teachers if pupils are not making the expected progress and adapt provision accordingly;
- Develop learning plans for pupils whose progress and attainment require attention and monitor progress;
- Assist with designing intervention and monitoring responses to intervention for all targeted pupils.

#### **Planning**

- Plan and prepare intervention sessions with the SENCo and teachers and independently where required, participating in all stages of the planning cycle, including in-session planning, evaluating and adjusting lessons/schemes of learning;
- Develop and prepare resources for learning activities in accordance with planning and in response to pupil need.

#### **Teaching and Learning**

- Within an agreed system of supervision and within a pre-determined intervention framework, deliver screening and intervention sessions; where required, teach or supervise small groups and individuals;
- Provide detailed verbal, statistical and written feedback on pupil responses to learning activities and pupil behaviour, to teachers and the SENCo;
- Motivate and progress pupils' learning by using clearly structured, interesting teaching and learning activities;
- Be familiar with pupil profiles, ILP targets and learning objectives;
- Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop;
- Promote and support the inclusion of all pupils, including those with specific needs, both in learning activities and within the classroom.

#### **Pastoral and Behaviour**

- Use behaviour strategies, in line with the school's policy and procedures, to contribute to a purposeful learning environment and encourage pupils to interact and work co-operatively with others;
- Organise and safely manage the appropriate learning environment and resources;
- Promote and reinforce children's self-esteem and independence and employ strategies to recognise and reward achievement of self-reliance;
- Support the role of parents/carers in pupils' learning, maintaining constructive and supportive relationships;
- Understand and implement child protection procedures and comply with legal responsibilities;
- Assist teachers by receiving and disseminating instructions directly from professional or specialist support staff involved in the children's education.

**Monitoring and Evaluation**

- Independently and with the SENCo, evaluate pupils' progress through a range of assessment activities;
- Assess pupils' responses to learning tasks and where appropriate, modify methods to meet individual and/or group needs;
- Monitor pupils' participation and progress and provide constructive feedback to pupils in relation to their progress and achievement;
- Assist in maintaining and analysing records of pupils' progress;
- Contribute to programmes of observation and assessment as planned with the SENCo and provide reports, evaluations and other information to assist in the provision of appropriate support for specific children;
- Any other duties that may be required from time to time.

**The skills and experience that you will bring to this role are:**

You will have experience of working with young people in a supporting role and qualified as a higher level teaching assistant, or have an appropriate equivalent qualification and be willing to work towards HLTA accreditation. In addition:

- Excellent Literacy and Numeracy skills (demonstrable levels equivalent to GCSE A-C/grade 4 or above).
- Experience of working within one-to-one and small group environments.
- Experience in contributing to individual education or development plans and working to learning goals/targets
- Experience of working with young people with social, emotional and behavioural difficulties.

You will have the opportunity to work for a community interest company that has a social mission at its core and drives the way we undertake business. In addition, we have a range of benefits such as a 4% employer contribution to our pension scheme, travel loans, childcare vouchers (where applicable) and a cycle to work scheme, free employee assistance program, paid-for learning and development opportunities and clinical supervision with trauma informed therapeutic practitioners. LPW is a Living Wage, and Disability Confident employer. We are an equal opportunities organisation and welcome applications from all suitably qualified candidates.

To apply please complete the recruitment application form that can be found on our website at [www.lpw.org.uk](http://www.lpw.org.uk) explaining your motivation for applying for the post, and send this to [recruitment@lpw.org.uk](mailto:recruitment@lpw.org.uk). **Please note that any CVs received without an accompanying recruitment application form will not be considered for interview.**



LPW**School**