

**Job Title:** Higher Level Teaching Assistant (HLTA)

**Grade:** Band 8

Delivering Learning to groups or whole classes under an agreed system of supervision and management. Undertaking 'specified work'; planning delivering, assessing, reporting Management of other staff as appropriate and relevant.

**Accountable to:** Headteacher (or other qualified teacher who must be identified)

**Accountable for:** Teaching Assistants (or other support staff who must be identified)

### Role Responsibilities:

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.

Responsible for the management and development of a specialist area within the school and/management of other teaching assistants including allocation and monitoring of work, appraisal and training.

### Main Duties:

1. To assess the needs of pupils and use detailed knowledge and specialist skills to support pupils' learning.
2. To establish productive working relationships with pupils, acting as a role model and setting high expectations.
3. To develop and implement IEPs.
4. To promote the inclusion and acceptance of all pupils within the classroom.
5. To support pupils consistently whilst recognising and responding to their individual needs.
6. To encourage pupils to interact and work co-operatively with others and engage all pupils in activities.
7. To promote independence and employ strategies to recognise and reward achievement of self-reliance.

Together we Exceed

Dawthrey Road, Bradford BD5 9LQ  
info@exceedacademiestrust.co.uk  
01274 086 490  
www.exceedacademiestrust.co.uk

8. To provide feedback to pupils in relation to progress and achievement.
9. To organise and manage appropriate learning environment and resources.
10. To within an agreed system of supervision, plan challenging teaching and learning objectives to evaluate and adjust lessons/work plans as appropriate.
11. Monitor and evaluate pupil responses to learning activities through a range of assessment and monitoring strategies against pre-determined learning objectives.
12. To provide objective and accurate feedback and reports as required on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence.
13. To record progress and achievement in lessons/activities systematically and providing evidence of range and level of progress and attainment.
14. To work within an established discipline policy to anticipate and manage behaviour constructively, promoting self-control and independence.
15. To supporting the role of parents in pupils' learning and contribute to/lead meetings with parents to provide constructive feedback on pupil progress/achievement etc.
16. Administer and assess/mark tests and invigilate exams/tests  
Production of lesson plans, worksheet, plans etc.
17. To deliver learning activities to pupils within agreed system of supervision, adjusting activities according to pupil responses/needs.
18. To deliver local and national learning strategies e.g. literacy, numeracy, early years and make effective use of opportunities provided by other learning activities to support the development of pupils' skills.
19. To use ICT effectively to support learning activities and develop pupils' competence and independence in its use.
20. To select and prepare resources necessary to lead learning activities, taking account of pupils' interests and language and cultural backgrounds.
21. To advise on appropriate deployment and use of specialist aid/resources/equipment.
22. To comply with and assist with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting concerns to an appropriate person.
23. To be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop.
24. To contribute to the overall ethos/work/aims of the school.
25. To establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of pupils.



26. To take the initiative as appropriate to develop appropriate multi-agency approaches to supporting pupils.
27. To recognise own strengths and areas of specialist expertise and use these to lead, advise and support others.
28. To deliver out of school learning activities within guidelines established by the school.
29. To contribute to the identification and execution of appropriate out of school learning activities which consolidate and extend work carried out in class.
30. To manage other teaching assistants.
31. To liaise between managers/teaching staff and teaching assistants.
32. To hold regular team meetings with managed staff.
33. To represent teaching assistants at teaching staff/management/other appropriate meetings.
34. To undertake recruitment/induction/appraisal/training/mentoring for other teaching assistants.



## PERSON SPECIFICATION

**POST TITLE: Higher Level Teaching Assistant (HLTA)**

**GRADE : Band 8**

Essential Criteria	How Identified	Desirable Criteria	How identified
<b>SKILLS</b> Can use ICT effectively to support learning  Ability to organise, lead and motivate a team  Ability to relate well to children and adults	Application Form and Selection Process  Application Form and Selection Process Application Form and Selection Process	Constantly improve own practice/ knowledge through self-evaluation and learning from others	Application Form
<b>KNOWLEDGE &amp; UNDERSTANDING</b> Understanding of statutory frameworks relating to teaching  Experience working with children of relevant age in a learning environment.  Working knowledge and experience of implementing national/foundation stage curriculum and other relevant learning programmes/strategies  Good understanding of child development and learning processes  Full working knowledge of relevant policies/codes of practice/legislation	Application Form and Selection Process  Application Form and Selection Process  Application Form and Selection Process  Application form and Selection Process  Application Form	Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these	Application form and Interview
<b>QUALIFICATIONS/ TRAINING</b>  Meet Higher Level Teaching Assistant standards or equivalent qualification or experience  Excellent numeracy/literacy skills – equivalent to NVQ Level 2 in English and Maths  Training in relevant learning strategies e.g. literacy	Application Form and Selection Process Certificates  Application Form and Selection Process  Application Form and Selection Process	Specialist skills/training in curriculum or learning area e.g. bi-lingual, sign language, ICT	Application Form and Selection Process