

HLTA Outreach / Offsite Education (Based at Rush Hill, Bath)

37 hours per week, Term Time Only – Permanent.

BG9 SCP 19-23 (Actual Salary - £22,185 - £24,153)

Lansdown Park Academy is a specialist alternative provision for young people from Key Stages 2 through to KS4 who have been permanently excluded, at risk of exclusion or require additional support to positively transition them back into mainstream education. Many of the young people at Lansdown Park are being assessed for an Education, Health and Care Plan with needs in the areas of Social, Emotional and Mental Health and/or Speech, Language and Communication (including learners on the Autistic Spectrum).

Exciting opportunities has arisen for a Higher Level Teaching Assistants to join our team based at our site in Rush Hill, Bath. The role involves delivering core learning to young people between the ages of 11 to 16 (KS3/4) in a small groups, on a 1:1 basis and leading offsite education as part of our outreach support team. You will successfully engage in learning, helping pupils develop academically, socially and emotionally. We are looking for people who have vision, imagination and who are passionate about learning, raising standards and supporting quality teaching. In return we can offer you a supportive staff team and continual professional development. This post is required for our Rush Hill site in Bath.

'We are committed to safeguarding the welfare of children and expect all staff to share this commitment. An enhanced DBS check is required for the successful applicant.'

If you feel you have the skills and experience necessary to join our team, or should you require any additional information or to arrange a visit then please contact Amy Isherwood on 01225 430009 or amy.isherwood@lansdown.learnmat.uk

Important Dates:

Closing Date: Friday 8th October 2021

Interview Date – Wednesday 13th October 2021

Start Date: ASAP

Job Purpose

- To assist in supporting pupils with a range of school subjects and assist in the development of certain areas of those subjects (e.g. literacy interventions/reading programmes) in a 1:1 or small group setting offsite from the Academy.
- To plan and lead on the delivery of outreach curriculum to individual pupils across Lansdown Park Academy
- To deliver and develop enrichment subjects to small groups of pupils
- To undertake the pastoral support for pupils in a class.
- To support the Behaviour Policy throughout the school.
- To contribute to developing social skills, raising self-esteem and encouraging the personal progress of all pupils in all activities.

Principal Accountabilities

- To develop and sustain educational continuity and progression in learning experiences and high pupil expectation.
- To plan and lead on the delivery of a range of ASDAN project based activities through our offsite education provision.
- To work with pupils on a 1:1 basis and small group basis in delivering literacy and numeracy interventions
- To promote and encourage good relationships between parents/carers, the community and the school.
- To keep up to date professionally.
- To work as part of a team to ensure that the best opportunities are offered to our pupils.
- To undertake other responsibilities in the school, as agreed with the Headteacher.
- To model and promote good equalities practice and value diversity across the service

HLTA Standards

The following descriptors are in line with the HLTA standards required for accreditation and the successful candidate will be expected to maintain them.

- Show you have high expectations of children's learning and behaviour
- Build effective and supportive relationships with children
- Act as a role model for positive values, attitudes and behaviours
- Communicate with a range of different people (including children) and in different ways
- Work collaboratively with colleagues and other professionals
- Take steps to improve your own knowledge and practice
- Understand some of the different factors that affect how children learn (e.g. emotional, physical, cultural, social or domestic)
- Use your knowledge of the children you work with to plan personalised provision to support their learning
- Have an area of expertise – an aspect of your role for which you have developed knowledge used to support learning
- Use ICT in your role but not directly with children (e.g. internet, database, Microsoft Word for planning, email communication, etc)
- Have some knowledge of a curriculum related 'framework' (e.g. National Curriculum, QCA schemes, ASDAN, Primary Frameworks)
- Know about how your school works in line with the SEN Code of Practice as well as Disabilities Legislation
- Have strategies to ensure that learners are interested and motivated
- Select, prepare or create resources suitable for the learning activity or that support learners
- Keep your own records of learner progress and access records in order to analyse

- Have a range of different strategies to manage children's behaviour

Person Specification: HLTA Outreach / Offsite Curriculum(Based at Rush Hill, Bath)

	ESSENTIAL	DESIRABLE
Qualifications	<p>Commitment to begin/currently undergoing HLTA course</p> <p>Further qualifications in SEBD/SEND or willingness to undertake further training.</p> <p>Relevant experience of working with pupils on a 1:1 setting / Outreach programme</p> <p>Appropriate safeguarding training and experience to work within an educational setting</p>	<p>Experience in teaching pupils with SEND.</p> <p>Completed HLTA course</p> <p>Other mentoring/counselling / coaching /Youth based /sporting experience</p>
Experience	<p>At least 2 years experience working with young people with a SEND background (SEMH / ASC / SPLCN)</p> <p>Experience of working with pupils who are disaffected and have challenging behaviour.</p> <p>Experience of taking groups of pupils and delivering lessons in small group and 1:1 basis</p> <p>Experience working with parents/carers/other agencies.</p>	<p>Experience in helping to deliver a variety of curriculum subjects at KS3/4.</p>
General Knowledge	<p>An understanding, interest and proven experience in working with students with social, emotional and behavioural difficulties.</p> <p>Ability to work within a team of, and direct, Learning Support Assistants.</p>	<p>A good knowledge and awareness of special educational needs.</p> <p>Sound knowledge of ILPs and target setting.</p>
Subject Knowledge	<p>Ability to teach basic literacy and numeracy, PSHE and Citizenship</p> <p>Be able to deliver other enrichment activities beyond the standard school curriculum.</p>	<p>Ability to use strategies and knowledge across a number of school subjects</p>
Attitude	<p>Positive team and child centred approach.</p> <p>Empathy with disaffected young people who may express themselves inappropriately at times.</p> <p>Well organised and able to plan and review activities effectively in order to further develop them.</p>	<p>The ability to see the risk, resilience and attachment issues in all pupils.</p> <p>Personal resilience.</p>

Working Conditions	A willingness to support extra curricular activities such as sporting activities or trips. Ability to demonstrate knowledge and/or experience of equalities and diversity issues in accordance with Bristol City Council's Equalities Policy – Equal Opportunities and Anti-Harassment.	Midas certified minibus driver Team Teach accredited Full Driving Licence
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Explanatory Notes

Applications will only be accepted from candidates completing the appropriate Application Form. Please complete ALL Sections of the Application Form which are relevant to you as clearly and fully as possible. CVs will not be accepted in place of a completed Application Form.

Safeguarding Children & Young People

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

1. Candidates should be aware that all posts in Lansdown Park Academy involve a degree of responsibility for safeguarding children and young people, although the extent of that responsibility will vary depending on the nature of the post. Please see the job description enclosed in this Application Pack for further details. Accordingly this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as “spent” must be declared.
2. If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including those related to children or young people (whether the disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any investigation or disciplinary proceedings. If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues.
3. Where neither your current or previous employment has involved working with children, your current employer will be asked about your suitability to work with children, although it may where appropriate be answered not applicable if your duties have not brought you into contact with children or young people.

Interview Process

After the closing date, short listing will be conducted by a Panel, who will match your skills/ experience against the criteria in the Person Specification. You will be selected for interview entirely on the contents of your application form, so please read the Job Description and Person Specification carefully before you complete your form.

All candidates invited to interview must bring the following documents:

- Documentary evidence of right to work in the UK

- Documentary evidence of identity that will satisfy DBS requirements such as a current driving license including a photograph and/or a passport and/or a full birth certificate
- Documentary proof of current name and address (i.e. utility bill, financial statement etc.)
- Where appropriate any documentation evidencing a change of name
- Documents confirming any educational or professional qualifications that are necessary or relevant for the post.

Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient.

We will seek references on shortlisted candidates and may approach previous employers for information to verify particular experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of supporting positive behaviours.

Conditional Offer: Pre-Employment Checks

Any offer to a successful candidate will be conditional upon: -

- Verification of right to work in the UK
- Receipt of at least two satisfactory references (if these have not already been received)
- Verification of identity and qualifications
- List 99 Check
- Satisfactory DBS Enhanced Disclosure
- Verification of professional status such as GTC registration, QTS Status, NPQH (where required)
- Satisfactory completion of a Health Assessment
- Satisfactory completion of the probationary period.
- Where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as may be required in accordance with statutory guidance

You should be aware that provision of false information is an offence and could result in your application being rejected or summary dismissal if you have been selected, as well as possible referral to the police and/or ISA and/or other relevant investigating bodies.