



Academies Trust

Are you an experienced Teaching Assistant who can inspire, support and empower young people with complex communication needs?

Do you have the expertise, confidence and creativity to lead learning, champion inclusion and help pupils overcome barriers to achievement?

If so, **we'd love to hear from you.**

At **Co-op Academy Brierley**, we are looking for an exceptional **SEND Higher Level Teaching Assistant (HLTA)** to join our committed and supportive team. This is an exciting opportunity for an experienced SEND practitioner who is ready to take on greater responsibility and make a genuine difference to the lives of young people.

Make a difference every day

As our SEND HLTA, you will play a key role in supporting pupils across our **semi-formal and formal learning pathways**, with particular responsibility for meeting the needs of young people with **complex communication needs**.

You will work closely with teachers, families and other professionals to ensure every pupil is supported to communicate, learn, develop independence and achieve their personalised outcomes.

Your role will be varied and rewarding. You will:

Lead and deliver engaging, personalised learning activities and interventions.

Plan and adapt learning to meet individual SEND needs.

Deliver lessons to cover teacher PPA within an agreed system of supervision.

Use your specialist knowledge to remove barriers to learning.

Support pupils to develop communication, independence, social and emotional skills.

Assess, record and track progress, contributing to EHC plans and multi-agency planning.

Develop positive relationships with pupils and set high expectations.

Work with parents and carers to support learning and positive outcomes.

Help create an inclusive, nurturing and ambitious learning environment.

Use a range of SEND strategies, resources and technology effectively.

Support and guide other Teaching Assistants where appropriate.

Share your expertise and contribute to the professional development of colleagues.

You may also support learning in a range of settings, including **school, community and home environments**, depending on the needs of our pupils.

Who are we looking for?

We are looking for someone who combines **expert SEND knowledge with warmth, resilience and ambition for every young person.**

You will ideally have:

HLTA status or an equivalent qualification.

Significant recent experience working with young people with SEND.

Essential expertise and experience in supporting pupils with complex communication needs.

Experience planning and delivering learning activities and interventions.

Strong knowledge of SEND-specific strategies and inclusive practice.

Experience assessing needs and monitoring progress.
Excellent communication and interpersonal skills.
The ability to build trusting, positive relationships with pupils, families and professionals.
Experience working collaboratively as part of a successful team.
The confidence to lead learning and support other Teaching Assistants.
A flexible, creative approach to engaging pupils and overcoming barriers to learning.
A commitment to safeguarding, equality and inclusion.

Most importantly, you will be someone who **believes every child can make progress and deserves the opportunity to succeed.**

For further information please see the attached Candidate Pack which includes the full job description and person specification.

Why join Co-op Academies Trust?

At Co-op Academies Trust, you will become part of a diverse learning community where **what you do really counts.**

We are committed to providing an outstanding working and learning experience for our pupils and colleagues. You will join a supportive, passionate team that works together to help everyone reach their potential.

Our values are at the heart of everything we do: **Self-help | Self-responsibility | Democracy | Equality | Equity | Solidarity**

And our simple **Ways of Being Co-op** guide how we work together:

Do what matters most.

Be yourself, always.

Show you care.

Succeed together.

What we offer

As a Co-op Academies Trust colleague, you'll benefit from:

Competitive salary and access to the **Local Government Pension Scheme**.

Term-time working, plus INSET days.

Opportunities for career progression and professional development.

24-hour access to health and wellbeing support.

Free flu vaccination, Cycle to work scheme, Discounted gym membership at Nuffield Health gyms.

10% discount on Co-op branded food, with additional promotional offers throughout the year.

The opportunity to make a meaningful difference within your local community.

Ready to take the next step?

If you are an experienced SEND practitioner with the **knowledge, creativity and commitment to help young people thrive**, we would love to hear from you. Please follow the online application process to be considered.

We will be reviewing applications and interviewing candidates on a rolling basis, so we encourage you to apply as soon as possible. We reserve the right to close this advert early if a suitable candidate is found before the closing date.

Co-op Academies Trust as an aware employer is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust on its behalf. This post is subject to an enhanced DBS check. All our colleagues are expected to demonstrate a commitment to co-operative values and principles, and the Ways of Being Co-op.

Co-op Academies Trust is committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage or civil partnerships.

