

**Job title: HLTA**

**Location: Ryecroft School Walsall**

**Contract: Permanent Term Time only**

As part of our continued growth, we have a fantastic opportunity for a HLTA to join our close-knit team at Ryecroft. If you are looking to join a dedicated team in a school that will welcome your ideas and re-engage our young people, we would like to hear from you.

## **About the Role**

### **Purpose of the Job**

- To lead and model positive behaviour management with proactive and solution focussed approaches.
- To contribute to the preparation and planning of lessons including developing resources and opportunities for young peoples to learn in school and out-of-school contexts in accordance with lesson plans and in response to young people need.
- To prepare and deliver lessons, under the direction of the teacher, including covering for teacher absence.
- To share the school's responsibility to support and promote the learning, personal development, safeguarding and well-being of all young people.
- To ensure recording and reporting across the school is completed to a high standard.

### **General responsibilities as a HLTA**

*The post holder will support the school, their colleagues and young people by:*

- Having a range of strategies to support, cascade and establish a purposeful learning environment and promote good behaviour.
- Plan and Lead lessons and the curriculum in the absence of the class Teacher
- Leading, promoting and modelling the ethos/work/aims of the school.
- Promoting a positive environment within the school.
- Assisting with the development and implementation the young peoples' risk assessments and support plans.
- Establishing constructive relationships and communicating with other agencies/professionals, in liaison with the teacher, to support achievement and progress of young people.
- Attending and participating in regular meetings.
- Recognising own strengths and areas of expertise and using these to advise and support others.
- Providing appropriate guidance and general supervision to less experienced staff who may be undertaking duties/tasks as part of their personal development.
- Supporting in welcoming new staff; through supervision assisting them to understand and adhere to the school's ethos and policies.
- Establishing productive working relationships with young people and staff team; acting as a role model and setting high expectations for behaviour and learning.
- Having responsibility for keeping and updating records as agreed with colleagues and contributing to the reviews of systems /records as requested.
- Liaising sensitively and effectively with parents/carers and participating in feedback sessions/meetings with parents either alongside teachers or as directed.
- Providing and demonstrating the skills and capability to self-reflect and work in a solution focused method whilst debriefing and supporting a staff team.
- Ensuring the safety and wellbeing of all young people is paramount to everything we do.
- Supporting the staff team to effectively record and report within the current framework and guidance.
- Undertakes other duties as assigned by the senior leadership team.