

Job Description: HLTA Arts/Crafts (Based at Rush Hill, Bath)

Job Title	HLTA (Arts / Crafts) - Based at Rush Hill, Bath
Managed By	Headteacher
Pay Scale:	BG9 Full Time, Permanent
Closing Date:	7th October 2019
Interviews:	10th October 2019

Lansdown Park Academy is part of the Learn@ Multi Academy Trust. Lansdown Park Academy caters for pupils from KS2 to KS4 across 2 sites based in Stockwood, Bristol and Rushhill, Bath. We are seeking an experienced and skilled HLTA to work across both sites with a main base at Rush Hill Site, Bath.

Job Purpose

- To assist in the teaching of a range of school subjects and assist in the development of certain areas of those subjects (eg literacy interventions/reading programmes)
- To plan and lead on the delivery of Arts and Crafts across Lansdown Park Academy (Rush Hill)
- 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.

This job description should be read in conjunction with the terms, conditions, job descriptions and Teacher Standards for all teachers in our school.

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 art and craft activities at KS3 and KS4
- 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

	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>Arts/Craft qualification or relevant experience</p> <p>Appropriate safeguarding training and experience to work within an educational setting</p>	<p>Experience in teaching pupils with SEND. Completed HLTA course</p> <p>Other mentoring/counselling based accreditation/experience</p>
Experience	<p>Experience of working with pupils who are disaffected and have challenging behaviour. Experience of taking groups of pupils and delivering lessons. 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. Ability to work within a team of, and direct, Learning Support Assistants.</p>	<p>A good knowledge and awareness of special educational needs. Sound knowledge of ILPs and target setting.</p>
Subject Knowledge	<p>Ability to teach basic literacy and numeracy</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. Empathy with disaffected young people who may express themselves inappropriately at times. 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. Personal resilience.</p>
Working Conditions	<p>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.</p>	<p>Midas certified minibus driver Team Teach accredited</p>

Closing Date: Monday 7th October 2019

Interviews: Thursday 10th October 2019

Start date: Monday 4th November 2019 or soon thereafter

Visits to the academy are welcomed. Please contact Amy Isherwood at amy.isherwood@lansdown.learnmat.uk for more information.

To apply for this position, please complete the Learn@MAT application and return to amy.isherwood@lansdown.learnmat.uk