



Olive Academies

# HLTA - Primary

OA-Havering

- £31,148 - £34,228 (FTE 36,210 - £39,791)
- Pension Scheme
- OA benefits package

To arrange an informal discussion or to visit the academy, please phone 01708 478892

[Apply now](#)

*Olive Academies is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. To this end, both an Enhanced Disclosure and Barring Service check and a Barred List check are required for this role. We particularly welcome applications from under-represented groups.*

# About OA-Havering

Based in the London Borough of Havering, our academy specialises in alternative provision and special educational needs, supporting up to 40 pupils on roll for whom traditional teaching methods have not worked. Students join us following permanent exclusion from a mainstream school or due to medical needs, or social, emotional and mental health needs, that prevent them from attending a mainstream setting.

Our mission is to provide our pupils with creative, nurturing and inspiring opportunities which re-engage them in learning. By providing a safe and engaging environment, we endeavour to remove barriers and promote the opportunity for students to excel and reach their full potential. We provide a broad and ambitious curriculum, catered to the needs of each individual, delivering the knowledge and skills that our pupils need to succeed in education and beyond. The fundamental principles of our curriculum are:

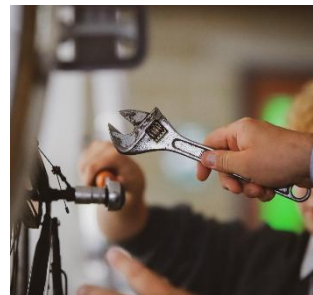
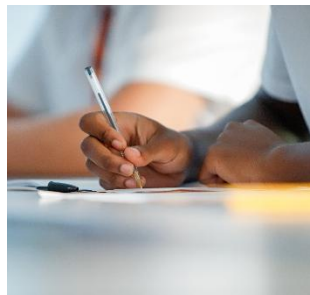
- Giving students real-world experiences.
- Creating a pathway to post 16 education, employment or training.
- Delivering outstanding learning and teaching.
- Offering rigorous and high-quality critique and feedback of students' work.
- Developing dynamic leadership – including staff and student leadership.
- Maintaining a culture of respect.

Working in alternative provision can be challenging but with it comes great rewards. This is your chance to improve the education, and lives, of some of the most vulnerable children and young people in London.

If you have the experience and enthusiasm to make a lasting difference to the students we support, we would love to hear from you.

Thank you for your interest.

**Mandeep Kaur**  
Head of Academy



"Olive Academies is far removed from any mainstream setting. It allows for a **contemporary approach** to teaching and **supporting the individual** and diverse needs of young people. "

"I like the fact that **leaders are open-minded** and always **happy to listen.**"

"Working at Olive Academies is such a **rewarding opportunity**, supporting students with complex needs and **making a difference** in their lives where lots of people have given up on them."

"This is such a **special and unique** place to work."

"I love the **flexibility** that comes with working here. You can **tailor the curriculum** to suit the needs of each student. The young people we support experience many obstacles in their life and it is such a good feeling seeing students overcome these to **succeed in their learning.**"

# Job description

We are looking for a motivated Higher Level Teaching Assistant (HLTA) to support teaching and learning in our primary provision of OA-Havering. You will:

- plan, deliver, and evaluate lessons (often under teacher guidance, but sometimes independently)
- demonstrate the highest quality of teaching, learning and assessment and help pupils develop literacy, numeracy, and social skills
- take whole classes when the teacher is absent
- be committed to tackling disadvantage and improving every student's wellbeing and life chances
- adapt teaching to meet different abilities, including SEND pupils
- manage classroom behaviour in line with school policies and promote a positive and inclusive learning environment
- share our determination to develop and deliver a broader curriculum for our students
- work closely with colleagues to produce high quality learning resources and plan learning activities
- use data about each student to inform classroom practice and planning
- assess and give students regular feedback in line with the OA marking and feedback policy
- deliver targeted interventions (e.g. phonics, reading, maths support)
- facilitate good progress and positive outcomes - inspire, motivate and challenge our students
- set expectations and maintain a positive and safe learning environment
- use the 'Dare to be Olive' approach to ensure high expectations for behaviour are maintained
- act on child protection concerns immediately; read, understand, and implement OA's safeguarding policy and procedures, and Keeping Children Safe in Education
- be a role model for our students, showing leadership, resilience, and empathy
- support school events and extracurricular activities where appropriate
- work with parents, carers, local schools, and outside agencies to ensure each student's needs are best met
- participate in staff meetings, training, and continued professional development
- fulfil wider professional responsibilities
- undertake any other duties commensurate with the role as directed by the primary lead, deputy headteacher and/or head of academy
- support the trust's values and ethos by contributing to the development and implementation of policies, practices, and procedures

**Note: The duties above are neither exclusive nor exhaustive and the post holder may be required by the head of academy to carry out appropriate duties within the context of the job, skills and grade.**

# Person specification

Measurements: A = Application, I = Interview, R = Reference, T = Task

## Qualifications and training

HLTA Qualification	A	Essential
Level 2 Mathematics and English or equivalent	A	Essential
Evidence of CPD which enhances classroom practice	A	Desirable

## Experience

Experience working in a school or college setting supporting the learning of young people	A	Essential
Effective and systematic behaviour management - experience of using de-escalation techniques in a school setting; experience of maintaining clear boundaries and using sanctions, praise and rewards	A, I	Essential
Experience of supporting all aspects of inclusion to successfully meet the needs of pupils with complex special educational, social and emotional needs	A, I	Essential
Experience of working collaboratively with others	A, I	Essential
Experience of SEMH pastoral /student support	A, I	Desirable

## Knowledge

A solid understanding of a range of teaching and learning strategies and a good understanding of current pedagogical thinking	A, I	Essential
An understanding of disadvantage and working in challenging environments	A, T, I	Essential
Understanding of safeguarding and confidentiality	A, I	Essential
Up-to-date knowledge of specialised curriculum for children with SEMH	A, T, I	Desirable
An understanding of a range of special needs, especially SEMH, ASD, ADHD and SpLD	A, T, I	Desirable

## Skills and abilities

Strong analytical, strategic, interpersonal and thinking skills	A, T, I	Essential
Ability to teach KS3 and KS4 across subject, age and ability range	A, T, I	Essential
Excellent interpersonal and communication skills, and the ability to form strong relationships with all stakeholder groups (pupils, parents and carers, colleagues, external agencies, wider community etc.)	A, T, I, R	Essential
Ability to reflect and self-evaluate	A, I, R	Essential

## Personal aptitude

Personal and professional resilience in the face of challenging situations	A, I, R	Essential
Self-motivated, productive, diligent, and thorough	A, I, R	Essential
Commitment to an open, collaborative style of management	I	Essential
Concern for the development of colleagues and members of the wider school community	I	Essential
Commitment to your personal and professional development and that of all staff	A, I	Essential
Convinced of the transformative nature of excellent education	A, T, I	Essential
Empathy with the needs of children	A, T, I	Essential
Commitment to the safeguarding of vulnerable young people	I	Essential
A personal commitment to promoting inclusion, diversity, and access	A, I	Essential
Commitment to the vision, values, aims and objectives of Olive Academies	A, I	Essential

# Transform young lives with Olive Academies Trust

Thank you for your interest in working with Olive Academies.  
We look forward to receiving your application.

[Find out more and apply.](#)

[f](#) [in](#) [t](#) [oliveacademies.co.uk](#)