# HLTA

# Sholing Junior School

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| **Location:** | Sholing Junior School |
| **Contract:** | 32.5 hours per week, term time only |
| **Salary:** | Between £25,007 to £28,868 per annum (actual)<br>£33,119 to £37,562 per annum FTE |
| **Application deadline:** | Friday 27 November 2026, 12:00 noon |
| **Interview date:** | Monday 7 December 2026 |
| **Start date:** | As soon as possible |

Sholing Junior School is a three-form-entry Junior school catering for children from 7-11 years of age, in the east side of Southampton. We benefit from large open playgrounds, dedicated music room, numerous intervention rooms, and use of the college field during the summer.

Sholing is a special place with its own unique sense of community that creates a warm, happy and caring school. Every child at Sholing Junior is valued as an individual and their talents and strengths are recognised, celebrated and developed further. Learning opportunities at Sholing are rich and varied and whether they are in or out of the classroom, children are given every opportunity to be the very best that they can be.

Our school values of kindness, curiosity and success underpin everything that we do. We have high aspirations of the children, and we nurture and support pupils to achieve academically, socially and emotionally so that they can become confident, caring individuals.

You will be joining a dedicated team that is passionate about making a difference. As a member of our team, you will have the opportunity to shape learning experiences that are creative, inclusive, and meaningful. We are committed to the professional development and wellbeing of our staff. We offer high-quality training, mentoring, and opportunities for career progression.

Sholing Junior is in the Mayflower Partnership of Hamwic Education Trust (HET); a large, fast-paced multi-academy trust with currently 37 schools across the South Coast: Portsmouth, Southampton, Poole and Dorset. The Mayflower Partnership is a multi-academy partnership based in Southampton. The partnership enables local schools to work together to develop a strong education for all our children.

## Role Summary:

We are seeking a skilled, motivated and reflective HLTA to complement the professional work of teachers by taking responsibility for agreed learning activities. The successful candidate will work with individuals, groups and classes, providing high-quality support for pupils with a range of academic, physical and emotional/behavioural needs.

The role includes delivering learning activities across the curriculum, providing planned and unplanned class cover, contributing to assessment and progress monitoring.

## We are seeking a professional individual who:

- Has a minimum of two years' experience supporting teaching and learning within a junior school setting
- Has a secure understanding of the primary curriculum, classroom practice and school routines
- Holds NVQ Level 3 (or equivalent), GCSE English and Maths (Grade C/4 or above), and HLTA status, or a willingness to work towards obtaining this qualification
- Has confidence in leading learning activities and delivering whole-class teaching under the direction of a teacher
- Has the ability to observe, assess and analyse learning outcomes and pupil progress
- Has a creative and proactive approach to supporting pupils with their learning
- Communicates effectively with pupils, colleagues and parents/carers
- Demonstrates initiative, good judgement and the ability to adapt to changing circumstances
- Understands safeguarding responsibilities and a commitment to maintaining confidentiality at all times
- Demonstrates a strong commitment to teamwork and supports colleagues across the school

## What we offer you:

- An opportunity to be part of a collaborative team with a shared vision of excellence
- A real career path in a thriving and respected organisation
- Flexible working approach, where possible
- Wellbeing day
- Excellent training and development programmes and opportunities
- Eligibility to join the Local Government Pension Scheme / Teacher Pension Scheme
- Generous holiday entitlement, increasing with length of service (support staff)
- Access to our benefits portal offering a full range of discounts available through Lifestyle Savings
- Access to wellbeing support through our Employee Assistance Programme, this includes free confidential telephone and face to face counselling for employees and family members
- Access to financial wellbeing support through a company that provides comprehensive guidance on all things mortgage related
- Eligible for a Blue Light card

## About Hamwic Education Trust:

HET is fully committed to developing an outstanding workforce. We are a friendly and supportive community of professionals working hard to ensure that our schools are enabling children to grow and develop for the future.

We have talented staff working in leadership, teaching and support roles throughout our schools and committed professionals working in the Managed Services team covering education, safeguarding, HR, IT, finance and estates. This experienced team supports our schools and is responsible for the successful delivery of our multi-academy trust.

As an employer, we support our staff to grow through continuing professional development and there is a range of apprenticeships and other opportunities available throughout the Trust to extend your knowledge, skills and career prospects.

HET celebrates the uniqueness of our pupils, our staff and our schools and we aim for everyone to achieve their full potential through the pathways of opportunities available.

HET recognises that by valuing and promoting equal opportunities in employment for all employees and job applicants and avoiding unlawful discrimination in employment and delivery of services, we will be able to deliver first class education and value the differences our workforce brings to HET.

## Application Procedure:

If you would like to discuss the role further, please contact Tom Best, SENDco by emailing tbest@sholing-jun.co.uk to arrange an informal chat or have a tour of the school. Potential candidates will be asked to bring their current school ID and/or photographic ID as proof when they visit the school for a tour.

If you wish to apply for this position, please complete an application form which can be found at **Job vacancies | Careers | Hamwic Education Trust | Multi-academy Trust** and return to tbest@sholing-jun.co.uk

**CV's will only be accepted along with a completed application form.**

**Please note, we may close the advert prior to the advertised closing date should we have sufficient applications. We strongly encourage prospective applicants to apply as soon as possible.**

Hamwic Education Trust (HET) are committed to safeguarding and protecting the welfare of our pupils and we expect all staff and volunteers to share this commitment.

All posts are subject to a safer recruitment process which includes enhanced criminal record and barring checks, scrutiny of work and training history, robust referencing, and other vetting checks. Successful candidates will also be subject to online searches.

Our safeguarding system is underpinned by a range of policies and procedures which encourage and promote safe working practice across HET.

All HET employees are required to undergo continuous professional development to maintain safe working practices and to safeguard our pupils.