



Role Title: HLTA

Sholing Junior School



Location: Sholing Junior School
Contract: 32.5 hours per week permanent

Salary: £33119 - £37561 actual salary £25454 - £28868

Application deadline: Friday 9th October 2026, 12:00 noon

Interview date: Friday 16th October 2026

Start Date: ASAP

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.

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.

*All about
the child*

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

Our Ethos: *All About the Child*

At Hamwic Education Trust, the needs of the child are central to every decision. We capture this through the principle **"What about Sam?"** — a reminder to ensure that each pupil's experience remains at the forefront of our practice.

Key Responsibilities

The successful applicant will:

- Assess pupils' needs and use specialist skills and knowledge to support learning across the curriculum, as directed by the class teacher and/or SENCo
- Deliver agreed learning activities, interventions and programmes of work for individuals and groups, including pupils with SEND
- Provide planned and unplanned class cover using lesson plans prepared by the class teacher
- Establish supportive, caring relationships that promote self-esteem, positive behaviour and inclusion
- Contribute to the planning, preparation and delivery of learning activities and appropriate resources
- Monitor, record and assess pupils' progress, mark work, provide feedback and contribute to reports where appropriate
- Support the development and implementation of Behaviour Support Plans
- Encourage independent learning and motivate pupils to achieve learning targets
- Provide guidance, supervision and performance support for Teaching Assistants
- Contribute to the wider life of the school, including classroom organisation and general school duties

We are seeking a professional individual who:

- Has at least two years' experience supporting children's learning in a school setting
- Has a secure understanding of the primary curriculum and school routines
- Holds NVQ Level 3 (or equivalent), GCSE English and Maths (Grade C/4 or above), and HLTA status (or is willing to complete HLTA training)
- Is confident leading learning activities and whole-class teaching under direction
- Can observe, assess and analyse learning outcomes and pupil progress
- Is creative and resourceful in supporting learning
- Communicates effectively with pupils, colleagues and parents/carers
- Demonstrates initiative, good judgement and the ability to respond flexibly to situations
- Understands safeguarding responsibilities and maintains confidentiality at all times
- Works effectively as part of a team and supports colleagues

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
- 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 Liane 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.

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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.