
POSITION:	Higher-Level Teaching Assistant - Cover and English as an Additional Language (EAL)
GRADE & SALARY:	Scale 6 Point 18 – 20 (£35,520 - £36,585) 40 weeks per year pro rata
CONTRACT:	35 hours - Monday-Friday 8:30am – 4:00pm, and a 30-minute lunch duty 1-year fixed term maternity contract to 31 st December 2027
REQUIRED:	1 st January 2027

HLTA: Cover and EAL: Make a lasting impact where it matters most

Are you a skilled HLTA with a passion for language, inclusion and ensuring all children can achieve? We are seeking a confident, compassionate, and highly effective **HLTA – EAL** to join our committed and supportive team. This is a unique opportunity to combine **whole-class teaching and cover** with a **specialist intervention role**, helping to accelerate our children who are new to English.

About the Role

This dynamic role combines:

- Delivering high-quality **whole class cover** across the school
- Leading and modelling **excellent language and behaviour**
- Collaborating with and guiding staff to ensure **consistency and impact**

You will be a visible, calm, and positive presence across the school—supporting pupils, staff, and the wider community to maintain high expectations and strong relationships.

What We Offer

- A warm, inclusive school with a strong sense of community
- Enthusiastic pupils who are eager to learn and succeed
- A supportive and forward-thinking leadership team
- High-quality CPD, including opportunities to develop expertise in behaviour and wellbeing
- A culture that prioritises **staff wellbeing and professional growth**

What You'll Do

- Deliver engaging, pre-planned lessons to whole classes, ensuring continuity of learning
- Promote and model **excellent behaviour and emotional regulation strategies**
- Support pupils with **SEND and SEMH needs**, recognising behaviour as communication
- Lead targeted interventions (1:1 and small group) to support children with EAL
- Work collaboratively with staff, leaders, and families to improve outcomes for all pupils
- Act as a role model, embedding **consistent routines, expectations, and positive relationships** across the school

What We're Looking For

We are looking for someone who:

- Has a minimum of two years' experience of working in schools and delivering lessons
- Has strong experience of behaviour management and classroom practice
- Confident delivering lessons to whole classes from Reception to Year 6
- Builds positive, respectful relationships with pupils and staff
- Remains calm, resilient, and solution-focused under pressure
- Is committed to inclusion, safeguarding, and pupil wellbeing

*Lead with Kindness, Igniting Imagination, Showing Respect,
Firing Ambition, Building Resilience, Embracing Inclusion*

Why Join Us?

This is more than a cover role - it's a chance to **lead change, influence practice, and transform pupil outcomes**. You'll play a key role in shaping a positive school culture where every child feels safe, supported, and ready to learn.

In the unfortunate event cover is no longer required the offer will be withdrawn. The school reserves the right to end the contract earlier than the expected end date if the incumbent class teacher returns prior to the end of their maternity leave for any reason.

Interested?

We would love to hear from you. Visits to the school are warmly encouraged.

Please do visit the [school website](#) for a virtual tour and for further information. If you would like to visit Tetherdown School in person prior to applying, then call the school office on the number above to book your place or for any questions and, ask for Cathy Lewis, Communications Officer.

Visits and tour of school:	Thursday 1st October 2026 at 4:30pm
Closing date:	Monday 5th October 2026 at 9:00am
Interview date:	Thursday 15th October 2026

Application packs can be downloaded and submitted via our school website [Vacancies page](#) or alternatively email your forms to: recruitment@tetherdownschool.org.

Applications will be considered as they are received, and we may interview prior to the closing date.

*Tetherdown Primary School is committed to the protection, safety and welfare of its children.
Full details of our safeguarding and GDPR Policies are available on the school website.*