



Higher Level Teaching Assistant

Shirley Junior School



Location:	Shirley Junior School
Contract:	32.5 hours per week; term time only; permanent
Salary:	£32,061 - £36,362 FTE (£24,208 - £27,455 actual salary)
Application deadline:	1 st June 2026
Interview date:	8 th June 2026
Start Date:	1 st September 2026

Shirley Junior School is a vibrant, welcoming place where all children belong, achieve and thrive, in an inclusive school for children aged 7-11 in the Shirley area of Southampton.

There is something very special about Shirley Juniors, and we are incredibly proud of our unique ethos, where pupils, staff, governors, parents and the school community work extremely hard and have high expectations of each other. Our children are at the heart of our school, and their sense of belonging, academic success and emotional and social wellbeing are at the centre of everything that we do. Our dedicated team works hard to create a safe, supportive, and inspiring environment where children can develop a love of learning and achieve their full potential.

All members of our school community are encouraged to be the best version of themselves, all of the time, and this ethos is underpinned by our values: Kindness, Integrity and Respect, which encourage our community to take care of ourselves, others and the world we live in. Our core values enable our pupils to grow into responsible, independent and considerate citizens within their local community as well as the wider world.

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.

Shirley Junior School is in the Jeffery's Education 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 Jeffery's Education Partnership is a network of 7 schools which work together to provide an 'all-through education' experience for children in the Shirley community in Southampton.

Role Summary:

Shirley Junior School has a vacancy for an enthusiastic and motivated Higher Level Teaching Assistant (HLTA) to join our staff team. This is an exciting opportunity for a skilled and collaborative professional who can contribute to the energy and drive of our school and play a key role in supporting high-quality teaching and learning.

We are highly focused on our goal: to nurture children so that they achieve their full potential. Shirley Junior School offers a friendly, welcoming team committed to achieving the best outcomes for our children, alongside excellent support, professional challenge and development, and a bright and welcoming environment.

The successful candidate will work closely with teachers and the SENCo to complement the professional work of teaching staff by taking responsibility for agreed learning activities. This will include supporting individuals and groups of pupils with a wide range of academic, physical and emotional needs, as well as delivering whole-class learning when required using prepared lesson plans.

They will be enthusiastic, energetic and able to work dynamically with the whole team, ensuring continuity, consistency and high-quality learning experiences for all pupils. The role requires someone who is naturally positive, flexible and proactive, with a genuine passion for education and a strong commitment to teamwork and inclusion.

A key aspect of this role is the ability to build and maintain strong, professional relationships with pupils, staff and families, demonstrating excellent communication, organisation and a shared commitment to pupil progress, wellbeing and safeguarding. The role will also include supporting and guiding other Teaching Assistants and contributing to the wider life of the school.

We are seeking a professional individual who:

- is committed and passionate about education and supporting every child's academic achievement and personal fulfilment
- has experience of working with children in a school setting and a secure understanding of the primary curriculum
- demonstrates a naturally positive, empathetic communication style and is successful in building relationships with pupils, staff, parents and external partners
- is able to assess, monitor and record pupil progress, providing accurate feedback and contributing to planning and assessment
- can lead learning activities for individuals, groups and whole classes using teacher-prepared plans
- works collaboratively with teachers and the SENCo to support pupils with a range of academic, physical and emotional/behavioural needs
- is well organised, flexible and proactive, with the ability to prepare resources and support the delivery of engaging learning activities
- sets high expectations for behaviour and achievement and can effectively support behaviour management strategies
- demonstrates initiative and the ability to work independently when required, including responding to unexpected situations
- has the confidence and skills to support, guide and, where appropriate, supervise other Teaching Assistants
- shows a strong commitment to safeguarding, confidentiality and the wellbeing of all pupils
- is committed to their own professional development and to contributing positively to the wider school community

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
- Generous holiday entitlement, increasing with length of service
- 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 Bree Enemark, Operations Manager, by emailing bree.enemark@shirleyschools.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 bree.enemark@shirleyschools.co.uk

CVs 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.