

Higher Level Teaching Assistant (HLTA)

1-year fixed term contract

37 hours per week, term-time only

Grade 9, scp19 - £33,119 pro-rata

Required: September 2026

At Dorchester Middle School, we are committed to providing a nurturing, inclusive environment where every child is supported to succeed. We are seeking a dedicated, resilient and compassionate Higher Level Teaching Assistant (HLTA) to undertake a highly specialised role supporting a pupil who is looked after.

This is a unique opportunity to make a significant difference to a child's educational journey. The successful candidate will work 1:1 with a named pupil, supporting their academic progress, social and emotional development, and successful reintegration into full-time school life.

Key aspects of the role:

- Provide consistent 1:1 in-school support for a pupil with complex needs.
- Act as a key link between the school and alternative provision, ensuring continuity of learning and approach.
- Support and facilitate a structured reintroduction into full-time education.
- Plan, deliver and adapt learning activities in line with teacher guidance and pupil needs.
- Build a strong, trusting relationship with the pupil to promote engagement, confidence and independence.
- Monitor, assess and report on progress, contributing to planning and review processes.
- Work collaboratively with teachers, SENCO, external professionals and carers.
- Promote positive behaviour and emotional regulation through consistent strategies.

The successful applicant will:

- Hold HLTA status or have equivalent experience.
- Have recent, successful experience of supporting pupils with additional or complex needs.
- Demonstrate excellent communication and relationship-building skills.
- Be adaptable, patient and solution-focused.
- Have a strong understanding of safeguarding and inclusive practice.
- Be committed to improving outcomes for vulnerable learners.

Dorchester Middle School is part of the Wessex Multi-Academy Trust, working collaboratively with local schools to provide high-quality education and support for all pupils.

Applications can be made or downloaded via www.jobs.dorsetcouncil.gov.uk. Individual CVs will not be accepted. You can also find further details about the school, its facilities and this position on the school website: <https://www.dorchestermid.dorset.sch.uk/>

Closing Date: Sunday 27th September 2026

Interview Date: TBC

For more information, please contact Kelly Leeming on 01305 265651.

Dorchester Middle School and Wessex Multi-Academy Trust values the diversity of our workforce and welcomes applications from all sectors of the community.

Dorchester Middle School and Wessex Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people; this is a commitment which we expect all staff and volunteers to share. The successful candidate will be required to have a Disclosure and Barring Service check in line the Governments safer recruitment guidelines.

This role is UK based and your Right to Work will need to be established as part of the appointment process.

This post This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974. The amendments to the ROA 1974 (Exceptions Order 1975, (2013 and 2020)) provide that when applying for certain jobs and activities, certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. The MOJ's guidance on the Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975, provides information about which convictions must be declared during job applications and related exceptions and further information about filtering offences can be found in the DBS filtering guide. Keeping Children Safe in Education.

Dorchester Middle School and Wessex Multi-Academy Trust will conduct online searches of shortlisted candidates. This check will be part of a safeguarding check, and the search will purely be based on whether an individual is suitable to work with children. All aspects of social media and internet searches will be conducted. As care must be taken to avoid unconscious bias and any risk of discrimination, a person who will not on the appointment panel will conduct the searches and will only share information if and when findings are relevant and of concern.

The salary quoted is the annual salary for the position at the time of advert. The salary will be paid in equal monthly instalments and will be adjusted at the start of employment and again if leaving part way through the school year to ensure the correct salary is received for the work completed in an academic year.