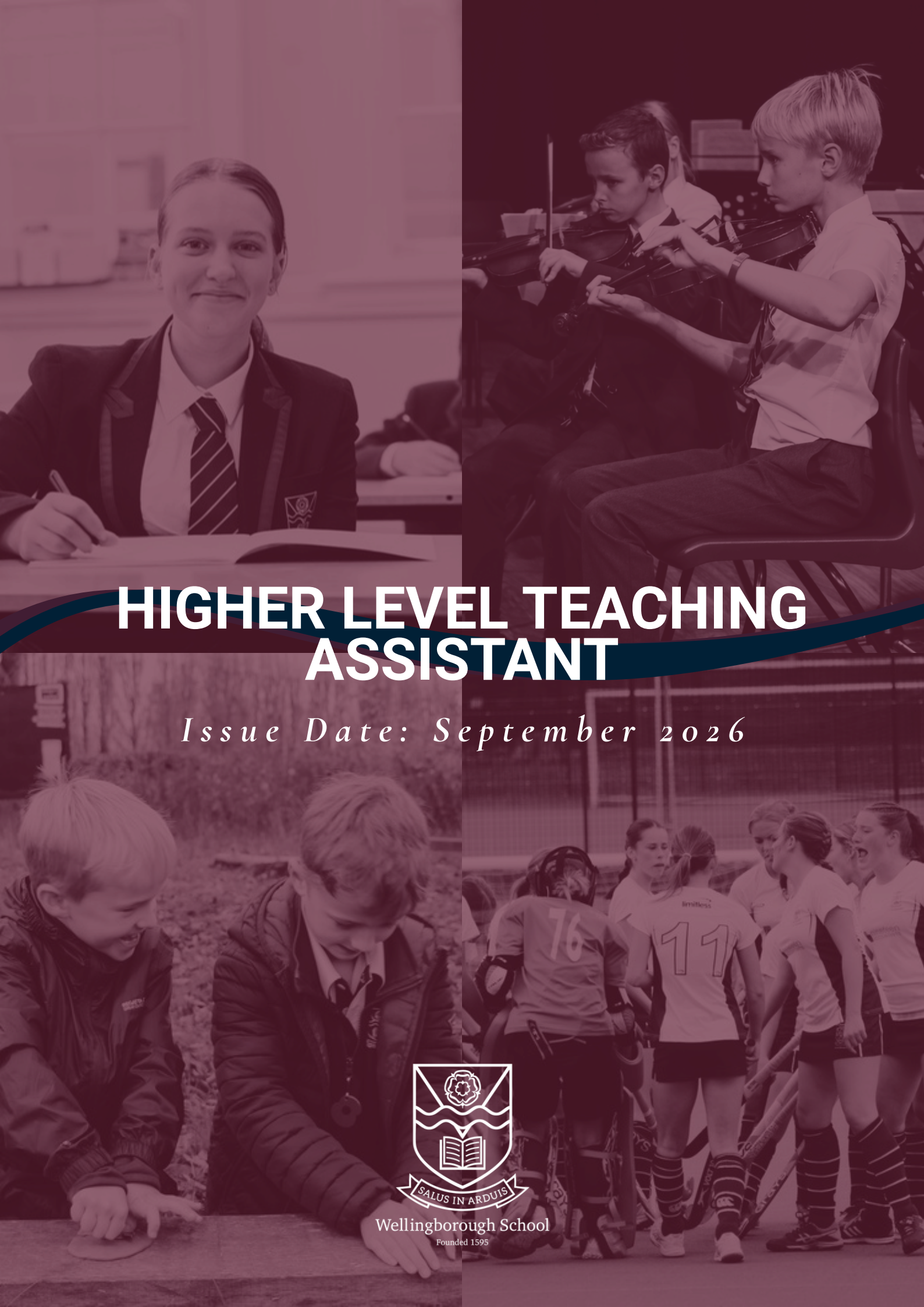




HIGHER LEVEL TEACHING ASSISTANT

Issue Date: September 2026



Wellingborough School
Founded 1595

ABOUT WELLINGBOROUGH SCHOOL

Wellingborough School is a very special place. Our mission is to develop confident, rounded, and grounded young people, and the School has been doing that successfully throughout its extensive history.

Blessed with an enviable location, superb teaching and pastoral care, and a deeply embedded culture of kindness and ambition, Wellingborough delivers a first-class education within and beyond the classroom. Every day, our pupils demonstrate the qualities that we know will set them apart as the change-makers of the future – intellectual curiosity, courage, empathy, dedication, and humility, and all whilst retaining that most crucial element of a truly enriching education: a sense of fun.

At Wellingborough we value the individual, and recognise that each pupil has different needs, enthusiasms, and priorities. We are deeply committed to supporting our young people through the journey from young teenagers to young adults, and the process of growth and development that underpins their time at our school.

We are proud of our excellent results in public examinations, and in the success of our Sixth Form leavers in securing exciting and inspiring next steps including taking Oxbridge places, attending Russell Group institutions, or securing Degree Apprenticeships. Our value-added results provide strong evidence of the quality of Teaching and Learning across the School, and our pupils benefit from an increasingly diverse and innovative curriculum.

S a l u s i n A r d u i s





From Lent 2026 our pupils will begin enjoying Engineering, 3D Design, Computing, and Food Education lessons in our fantastic new teaching building, the second phase of which includes Sixth Form seminar spaces, a 250-seat lecture theatre and performance space, and new Health and Wellbeing facilities. This new building forms only one part of an ambitious 30-year site development plan, designed to ensure Wellingborough continues to offer first-class facilities for the pupils of the future.

Wellingborough has always been rightly proud of its excellent pastoral care, underpinned by our historic and much-loved Senior School Houses, superb Wellbeing team, and strong values lived out every day in school. Visitors often comment on the close-knit community feel of the School, and pupils feel known and valued as individuals.

In our most recent ISI inspection, our co-curricular provision was noted as being a significant strength of the school's provision, an accolade of which we are immensely proud. Pupils benefit from superb sporting and outdoor learning provision, and the standard of performing arts is remarkable. Developing character through engagement in the wider curriculum is central to everything we do at Wellingborough School.

Wellingborough is a school with a long and rich history, but it is also a school with a bright and exciting future. We look forward to welcoming a new member of staff into our community.

S a l u s i n A r d u i s

THE ROLE

Start Date: ASAP

Contract type: Maternity Cover

Salary: £18,393 for Fixed Term (10/26-05/27)

Hours: 37.5 h p/w, Monday to Friday from 8.30am to 4.30pm this includes 30 minute daily-unpaid lunch break. Part time will be considered.

The Post

To be a member of the Learning Development Team, responsible for supporting pupils in the classroom and possibly developing and implementing effective interventions to promote academic success and wellbeing for our pupils.

Key accountabilities

- To provide in-class support for identified pupils and classes, under the guidance of the class teacher and the Head of Learning Development.
- To plan and teach personalised lessons and interventions one-to-one and to small groups, under guidance from the Head of Learning Development.
- Working with colleagues, to support the monitoring and updating of advice to teachers regarding barriers to learning, differentiation and classroom support for identified pupils.
- To ensure an excellent learning environment is maintained within Learning Development lessons.
- To develop, modify and personalise resources with support from colleagues and the Head of Learning Development.
- To provide positive reinforcements, praise and rewards to pupils, as appropriate.
- To supervise students on visits, trips and out-of-School learning activities where appropriate.
- To provide regular feedback to the Head of Learning Development regarding pupils' difficulties and progress.
- To be willing to undertake further professional development.
- To carry out any other reasonable duties relevant to the job role and the efficient working of the Learning Development Department





Benefits

Working at Wellingborough School is hugely rewarding, albeit demanding and busy!

Wellingborough School is a nice place to work. The School community is welcoming; there is mutual respect between pupils and staff; parents are engaged and supportive. These are some of the cultural reasons to want to work at Wellingborough School, but there are a range of other benefits.

The School has recently reviewed its appraisal system so that all staff can benefit from professional development, both internal and external. Staff input into INSET is encouraged, and the School is a member of the East Midlands Group of independent schools, which provides opportunities for collaboration and discussion. All new staff profit from an induction programme that is tailored to their individual needs. There is free onsite car parking and use of the School's sports facilities. All staff have lunch and refreshments provided.

Northamptonshire and the surrounding area is a nice place to live, with a significant amount of countryside. Road links are excellent, enabling travel in all directions, and the area is served by two railway lines into London. St Pancras. .

REVISION OF JOB DESCRIPTION

There will be a periodic review to ensure that the principal duties have remained as stated above or that any changes have been made in agreement with the incumbent.

The duties of the post could vary from time to time as a result of new legislation, changes in technology or policy changes in which case appropriate training may be given to enable the post holder to undertake this new/varied work.

Benefits

- Generous pension scheme
- Free lunch available for all staff during term-time
- An employee wellbeing programme offering free and confidential support
- Free use of the School's fitness facilities, and subsidised use of our other facilities on an availability basis
- Free on-site parking
- Support for Government schemes (Cycle to Work etc)
- A warm and supportive working environment

SAFEGUARDING

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact will be to adhere to and ensure compliance with the School's Child Protection Policy Statement at all times. If in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risk to the safety or welfare of children in the School s/he must report any concerns to the School's Designated Person or to the Headmaster.



THE PERSON

Competence	Essential	Desirable
Qualifications		
English and Maths GCSE at Grade C / 5 or above	Yes	
Evidence of appropriate professional development commensurate with the role	Yes	
Higher Level Teaching Assistant standards qualification or equivalent experience		Yes
Additional professional qualifications		Yes
Educated to Degree Level		Yes
Skills, Experience & Personal Qualities		
Experience of working with young people with identified barriers to learning in a school setting	Yes	
Experience of teaching small groups of pupils		Yes
Working knowledge and experience of implementing learning programmes, strategies and interventions		Yes
Knowledge and understanding of different types of SEND and the SEND Code of Practice	Yes	
Understanding of the importance of safeguarding and child protection and its importance to this role	Yes	
To be able to interact positively and productively with pupils, colleagues, parents and external professionals	Yes	
To be able to prioritise and plan to ensure completion of tasks	Yes	
Demonstration of proficient ICT skills	Yes	
Use of initiative and problem-solving skills	Yes	
Ability to organise, develop, monitor and evaluate effective systems and procedures		Yes
Work to high levels of accuracy	Yes	
Ability to work as part of a team and wider teams and an understanding of personal accountability	Yes	
An ability to instil confidence in others	Yes	
Excellent organisational skills and an ability to cope well with professional pressure	Yes	
Flexibility and adaptability to changing demands	Yes	
Ability to support pupils to GCSE Level 5 in Maths and/ or English and/or the Sciences.	Yes	

THE PROCESS

The deadline for applications is 9am Friday 25th September, and should consist of a completed application form and covering letter. CVs are not required.

Applications by e-mail are welcome. Please send them for the attention of Lulu Corrigan, Head of HR to recruitment@wellingboroughschool.org

Interviews will take place 1st October 2026

[www.wellingboroughschool.org/useful-information/employment-opportunities/
recruitment@wellingboroughschool.org](http://www.wellingboroughschool.org/useful-information/employment-opportunities/recruitment@wellingboroughschool.org)
01933 222427



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