



HLTA SEN Specialist

Harefield Primary School



Location:	Harefield Primary School
Contract:	37 hours per week, Term time – 39 working weeks / 43.6 Paid weeks
Salary:	Between £27,560 to £31,257 per annum (actual) £32,061 to £36,362 per annum full time equivalent
Application deadline:	22 May 2026
Interview date:	Week Commencing 1 June 2026
Start Date:	01 September 2026

Harefield Primary School is a nurturing and vibrant school, serving Harefield and Bitterne, on the east side of Southampton, where the children are at the heart of all that we do.

Our values of the school – Be Aspirational, Be Safe, Be Kind - are woven through the curriculum and the wider school day, ensuring that all children are motivated, happy and secure, achieving well academically and socially.

To work at Harefield means being a crucial member of a hard-working and supportive team. We are all striving together to secure the best outcomes for all our children and to support their families throughout their primary school journey. We are working towards becoming a trauma informed school.

We are proud of our open, approachable leadership team who prioritise professional development and staff wellbeing. We understand the importance of work-life balance and strive to create a working environment that is both purposeful and positive. We invest in our team, offering opportunities for training, mentoring, and career progression.

Harefield Primary is in the Edwin Jones 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.

Role Summary:

Harefield Primary School is seeking an experienced and motivated practitioner to work with the Senior Leadership Team to design, set up, and implement our new Reduced Classroom model. This Provision is targeted at supporting pupils with SLCN (Speech, Language & Communication Needs) and SEMH (Social, Emotional & Mental Health) needs.

This is a project-focused role, suitable for a HLTA or an unqualified teacher with experience of working with pupils with additional needs, leading small-group provision, and establishing new systems.

This role involves:

- Working alongside qualified teachers, taking responsibility for agreed learning activities under supervision, and playing an active role in the planning, delivery and monitoring of learning.

- Working with and supporting children with a variety of academic and behaviour needs in the school's reduced classroom.
- Taking a leading role in adapting aspects of planning, preparation and delivery of key aspects of the curriculum for individual children in the reduced classroom.
- Supporting children to access the curriculum and learn to the best of their ability using positive behaviour and emotional management techniques.
- Meeting the expectations set out in the HLTA standards ([HLTA Standards - HLTA](#))

We are seeking a professional individual who has:

- Previous experience working with SEMH and SLCN needs.
- Experience using assessment tools to measure progress and plan next steps.
- The ability to develop and set up new systems or interventions.
- Strong behaviour management built on relational practice.
- Excellent organisational and interpersonal skills.
- Experience of working with nurture groups, alternative provision, or similar environments.
- Familiarity with:
 - Boxall Profile
 - Engagement or developmental assessments
 - Trauma-informed practice
 - Skills Builder
- Experience supporting wider school SEND systems.

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 Paula Burgess, school operations manager by emailing recruitment@hpslive.net to arrange an informal chat with our Headteacher or SENDCO and 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 recruitment@hpslive.net

CV's 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.