



## Vacancy for HLTA Pastoral Development & Behaviour Analysis Team Lead

Grade C Pts 24-33 (£35,412 to £44,075, pro-rata'd to term time only) plus SEN allowance

Uffculme School is looking for enthusiastic, resilient and committed HLTA to lead its pastoral and behaviour team. You will be able to demonstrate a high level of experience within a special school environment and be familiar with trauma informed practice or comparable SEMH frameworks and their application in special school settings. You will have the confidence and ability to share your expertise with others, including staff and parents.

We require a candidate who:

- ✓ Has a minimum of grade C or above in English and Maths (or equivalent)
- ✓ Holds a recognised HLTA qualification or relevant degree
- ✓ Preferably is qualified as a Team Teacher Trainer or willing to undertake the qualification.
- ✓ Has a minimum of 3 years' experience as a teaching assistant or similar experience in a special school environment, within the last 5 years
- ✓ has energy and initiative, enjoy a challenge and are able to make positive relationships with pupils
- ✓ has experience of supporting children with autism in a school setting
- ✓ is a positive role model for our pupils, who will help them develop their self-awareness, self-esteem, build confidence as well as supporting their learning.
- ✓ Will manage and develop working relations with other colleagues
- ✓ Will work positively and constructively within their team and with other colleagues
- ✓ Will think creatively and imaginatively and identify opportunities
- ✓ will promote our core values and ethos

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

If, having read the job description and person specification, you wish to apply for the role please visit [HLTA Pastoral Development & Behaviour Analysis Team Lead, Birmingham - Tes Jobs](#) to complete the online application form. Please ensure that your application contains clear contact details for referees and that you can provide evidence of your qualifications. Handwritten application forms and CVs will not be accepted.

The closing date for applications is midday on **22 May 2026**. Interviews will be held in the following week on Thursday **4 June 2026**. We would like the successful candidate to start with us as soon as possible.

**The school is totally committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.**