

Key Information Sheet – HLTA at The Hawthorns School

This sheet sets out the key information for candidates applying for the above post. Please read this information carefully and retain this sheet for reference during the application process.

Application process

Applicants must download and complete the SEAX Trust Application Form and submit it directly to admin@thehawthornsschool.com before the closing date of **Friday 1st May 2026 at Midday**. We are recruiting for several positions and **reserve the right to close the vacancy once all posts are filled successfully**.

All applicants are strongly advised to read the job description and person specification for the post prior to submitting their application.

Selection process

Applications will be ranked against the person specification for the role. All shortlisted applicants will be subject to a face-to-face interview with the selection panel. There may also be a skills test/teaching observation or practical assessment.

Further details regarding selection panel members and any planned assessments will be made available to shortlisted candidates in due course.

Shortlisted candidates

Applicants who have been shortlisted for the post will be notified as soon as reasonably practical upon completion of the shortlisting process.

References

References are required at interview, as they form an important part of the selection process. Referees will therefore be contacted **prior to the interview date** in relation to all shortlisted candidates. Please ensure that you have given consent to your referees so that provision can be made without delay.

On-Line Checks

In line with statutory requirements, SEAX Trust carries out online searches (including social media) as part of its due diligence on all shortlisted candidates. This helps to identify any incidents or issues that have happened, and are publicly available online, which the Trust might want to explore with the applicant at interview.



Probation

All teaching and support staff new to employment with the SEAX Trust will be required to satisfactorily complete a six month probationary period.

Interview date

Interviews will be held at The Hawthorns School, Thornhurst Road, Chelmsford, Essex, CM1 2XT week commencing **4th May 2026**. Please note the school does not reimburse candidates for interview expenses.

Further information and school visits

Applicants who require further information or would like to visit the school should contact the School Office on 01245 207607.

Key Information regarding Terms and Conditions

Hours per week: 33 hours per week

Initial Working Pattern:

Monday & Wednesday	8.15 am – 3.15 pm
Tuesday & Thursday	8.15am – 4.00 pm
Friday	8.15 am – 3.00 pm

Working weeks per year: 40 working weeks per annum*

*Please note, you are paid one extra working week per annum to cover your attendance at parents' evenings, staff meetings and for preparation. Part of this allocation allows your contract to be extended by 45 minutes on one day per week. Normally, this will be on Thursdays, but this will be determined by the Headteacher.

Part time posts

Pro-rated holiday entitlement for this post is 5.8 weeks per annum, dependent on length of service.

The successful candidate will work during each week of term time including non-pupil days. In addition, they will be paid one extra working week per annum to cover attendance at extended CPD, parents' evenings, staff meetings and preparation as agreed in advance with their line manager.

Holiday will be deemed to be taken during school closure periods. There is no entitlement to take holiday during term time.



Pay

This post is paid on LGPCD Pay Scale 5. The full time pay range for this Scale is £27,694 to £29,064 per year and so the actual starting salary for this part-time post will be **£21,696.63***.

*These figures include the holiday pay entitlement for someone with **less than five years' continuous service**, as specified by the Essex County Council Modification Order.

Employees are paid in twelve equal monthly payments per year.

