Higher Level Teaching Assistant

**Our Purpose**

Oasis Academies exist to provide a rich and balanced educational environment which caters for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our students as well as to provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a ‘can do’ culture which nurtures confident and competent people.

**Oasis Community Learning Ethos**

Our ethos is an expression of our character - it is a statement of who we are and therefore the lens through which we assess all we do. Our work is motivated and inspired by the life, message and example of Christ, which shapes and guides every aspect of each of our schools. This is foundational to our belief that all people are created and loved by God as equal and unique beings, and to our commitment to model inclusion and compassion throughout all the aspects of the life and culture of each Academy community.

For further information, please refer to the Education Charter document which accompanies this job description.

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|  | **Essential** | **Desirable** |
| **Qualifications** | * At least to GCSE or equivalent * HLTA qualification | * Post 16 educational qualifications |
| **Experience, Skills & Knowledge** | * Self-motivated and committed to self-development * Experience within a workplace or other appropriate environment * Experience of working effectively within a team * Recent experience of a multi-tasking role * An awareness of specific learning difficulties such as ADHD, Autism, Asperger's Syndrome, Dyslexia and Dyspraxia * Good Literacy, Numeracy and ICT skills | * Evidence of recent relevant professional development * Experience of working within a school environment * Successful experience of working with young people * Experience of working in a highly confidential environment * Experience of using behaviour management strategies and techniques with young people * A knowledge and understanding of specific learning difficulties such as ADHD, Autism, Asperger's Syndrome, Dyslexia and Dyspraxia * Proficient in the use of e-mail and the internet |
| **Personal Qualities** | * Good organisational skills * Ability to encourage learning by building positive relationships * Good interpersonal skills with the ability to liaise effectively with other staff * Calm and adaptable with an ability to work within a flexible and busy environment * High level of discretion and confidentiality * High expectations of behaviour and ability to challenge without confrontation * Commitment to safeguarding and promoting the welfare of children and young people * Willingness to undergo appropriate checks, including enhanced CRB checks * Motivation to work with children and young people * Ability to form and maintain appropriate relationships and personal boundaries with children and young people * Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline * Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis Community Learning ethos. |  |