



Higher Level Teaching Assistant (Grade 8) - PERSON SPECIFICATION

Qualifications & Training	Essential	Desirable	How Assessed
Meet Higher Level Teaching Assistant standards or equivalent qualification or experience	X		Application
Excellent numeracy/literacy skills – equivalent to NVQ Level 4 in English and Maths	X		Application & Interview
Training in relevant learning strategies e.g. literacy		X	Application & Interview
Specialist skills/training in curriculum or learning area e.g. bi-lingual, sign language, ICT		X	Application & Interview
Experience	Essential	Desirable	How Assessed
Experience working with children of relevant age in a learning environment	X		Application & Interview
Safeguarding	Essential	Desirable	How Assessed
Training in safeguarding children at 'specialist' level, as defined by the Oxfordshire Safeguarding Children Board, or a commitment to complete this within 3 months of recruitment		X	Application & Interview
Professional qualities	Essential	Desirable	How Assessed
Full working knowledge of relevant polices/codes of practice/legislation		X	Application & Interview
Working knowledge and experience of implementing national/foundation stage curriculum and other relevant learning programmes/strategies	X		Application & Interview
Good understanding of child development and learning processes	X		Application & Interview
Understanding of statutory frameworks relating to teaching		X	Application & Interview
Can use ICT effectively to support learning	X		Application & Interview
Constantly improve own practice/knowledge through self-evaluation and learning from others	X		Application & Interview
Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these	X		Application & Interview



Personal attributes	Essential	Desirable	How Assessed
Ambition, enthusiasm, determination and an insistence on high standards	X		Interview
Ability to relate well to children and adults	X		Application & Interview
Team-leading skills		X	Interview
Commitment to own professional development and that of colleagues.	X		Application & Interview
Excellent communication skills with the ability to relate well to others	X		Application & Interview
Be able to work under pressure, prioritise and manage time effectively	X		Interview
Ability to maintain confidentiality	X		Interview
Ability to move equipment/small items of furniture when setting-up/clearing classroom areas.	X		Interview
Ability to attend meetings/events outside normal hours of work for this post.	X		Interview

Safeguarding Statement

Gosford Hill School and The River Learning Trust are committed to safeguarding and promoting the welfare of all children and preventing extremism; all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS) and obtain any other statutorily required clearance. Employment will also be conditional on the receipt of at least two acceptable references (1 from current/latest employer) and evidence of the formal qualifications required for the role.