

EMPLOYEE SPECIFICATION:

Detailed below are the types of skills, experience and knowledge that are required of applicants applying for the post. The 'Essential Requirements' indicate the minimum requirements, and applicants lacking these attributes will not be considered for the post. The points detailed under 'Desirable Requirements' are additional attributes to enable the applicant to perform the position more effectively or with little or no training. They are not essential, but may be used to distinguish between acceptable candidates.

SKILLS	Ess	Des	MOA
Excellent numeracy/literacy skills	*		A & I
Clean Driving Licence	*		A
Ability to support families with pupils that have social and emotional needs	*		A & I
Ability to work successfully with children with social and emotional needs	*		A & I
Ability to engage constructively with, and relate to, a wide range of pupils and families with different ethnic and social backgrounds.	*		A/I
Ability to work effectively with, and command the confidence of, teaching staff and others.	*		A/I
Ability to work effectively and network with, a wide range of supporting services, in both the public and private sectors; and ability to draw on a wide range of support, information, opportunities and guidance.	*		A/I
Ability to take and accept instructions	*		A & I
Demonstrate a commitment to personal development keeping informed and up to date on improved child care and education standards	*		A & I
Ability to detect and refer any non-accidental injury in a sensitive and non-judgmental manner	*		A & I
Ability to use initiative	*		A & I
Ability to work constructively as part of a team	*		A & I
Ability to understand the range of factors which create anxiety for children and their families and provide a good role model offering positive support	*		A & I
Ability to work in a responsive partnership with parents/carers	*		A & I
Ability to develop a sensitive approach to the care of families in a multi-cultural environment and to work in an anti-oppressive manner within school	*		A & I
Ability to prepare and present a written report to support children's development and well-being	*		A & I
Ability to develop children with social and emotional needs in an inclusive setting	*		A & I
Ability to plan effective actions for pupils at risk of underachieving	*		A & I
Ability to engage in joint goal setting with the individual child as part of the learning action planning process.	*		A/I
Ability to identify potential barriers to learning and jointly engaging in strategies to overcome these barriers.	*		A/I
Have a good understanding of the implications of the wider community of school life	*		A & I
Experience of working with pupils with additional needs	*		A & I
Excellent behaviour management strategies	*		A & I

KNOWLEDGE/QUALIFICATIONS/TRAINING	Ess	Des	MOA
GSCE or equivalent Maths and English Grade A-C	*		A & C
Knowledge of SEND and SEMH provision within a primary setting	*		
Working with or caring for children of relevant age	*		A & I
Willingness and ability to obtain and/or enhance qualifications and training for development in the post.	*		A/I
Team Teach /Positive handling training		*	A & C
Three day Designated Safeguard Lead training completed	*		A & C
Extensive Knowledge of safeguarding legislation and guidelines	*		A & I

EXPERIENCE	Ess	Des	MOA
Experience of working with children in a school environment	*		A & I
Recognised and relevant vocational qualification (NVQ level 3) and/or equivalent practical work experience		*	A/I
Issues affecting children and young people and how to offer supportive assistance	*		A/I
Managing, supervising and deploying teams of staff supporting children's inclusion in the learning process	*		A/I
Understanding classroom roles and responsibilities and your own position within these to ensure inclusive education	*		A & I
Having caseloads and the experience of working as lead person on child protection issues and holding	*		A & R
Experience of working with young people, families and other agencies and ensure the child's needs are met in the global context.	*		A/I
Contributions at Senior Leadership level.		*	A & I & R
Confident to physically handle children, if necessary and necessary training completed	*		A & I
Strategic understanding of how safeguarding affects the whole school.	*		A & I & R
Have the experience of being a DSL/Deputy DSL.	*		A & I & R
Have the experience of being the Designated Safeguarding lead within a school/ organisation		*	A & I & R

BEHAVIOURAL AND OTHER RELATED CHARACTERISTICS	Ess	Des	MOA
Must be physically and mentally equipped to withstand the pressures and stresses of the job	*		I
Confidence to physically intervene, if necessary	*		A & I
Good recent health record	*		A & I
Smart Appearance	*		I
Positive, patient and enthusiastic approach	*		I

Good sense of humour	*		I
High regard for professionalism	*		A & I & R
Understanding of how to motivate children	*		A & I
Ability to meet the requirements of the post	*		I & R
An understanding of the context of the community the school serves	*		I
Willing to abide by the Council's Equal Opportunities Policy in the duties of the post, and as an employee of the Council.	*		I
Satisfactory Enhanced DBS	*		C
Willing to carry out all duties having regard to an employee's responsibility under the Council's Health and Safety Policies	*		I
To display a responsible and co-operative attitude to working towards the achievement of the service area aims and objectives	*		I & R
An ability to respect sensitive and confidential work.	*		I & R
Ability to be organised and manage time well, and have the ability to remain flexible and manage change well.	*		I & R
Commitment to own personal development and learning.	*		I

METHOD OF ASSESSMENT(MOA)	A = Application Form R = References I = Interview C = Certificate
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