

Person Specification	Essential	Desirable	Method of Assessment*
Qualifications			
GCSE A-C/Grade 4 or above in Maths and English, or equivalent	✓		A
Experience			
A minimum of three years working with young people	✓		A
Experience of developing and delivering a range of structured and unstructured interventions for young people with complex behaviour needs	✓		A/I
Direct experience of working with young people across different ages and ethnicities	✓		A/I
Experience of working with multi-agency services to support pupils		✓	A/I
Experience working with the DSL to ensure safeguarding concerns follow the schools protocol	✓		A/I
Knowledge			
Knowledge of methods that engage and work well with young people, particularly those marginalised and excluded	✓		A/I
Knowledge of intentions that can support pupils with complex behaviour needs and those who have experienced trauma	✓		A/I
Personal Attributes			
Demonstrate resilience when working alongside children with complex needs	✓		A/I
Skills and Abilities			
Ability to communicate effectively with parents and promote engagement	✓		A/I
Ability to effectively listen and communicate	✓		A/I
Ability to plan and develop projects and resources efficiently to deliver best results	✓		A/I
Ability to maintain positive working relationships and open to making personal changes	✓		A/I
Ability to use ICT software and systems to communicate, monitor, and develop interventions	✓		A

* I - Interview

A - Application Form

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for the successful applicant.