

AREA	REQUIREMENTS	DESIRABLE
<b>Qualifications</b>	<p>Diploma in therapy or equivalent qualification (e.g., child counselling, play therapy, ELSA)</p> <p>Evidence of continued professional development in inclusion, SEMH, or therapeutic practice</p> <p>Relevant safeguarding or child protection training</p>	<p>Training in specific therapeutic or emotional literacy programmes (e.g., Thrive, CBT, Lego Therapy, Zones of Regulation)</p>
<b>Experience</b>	<p>Experience working with children and young people with SEMH, autism, learning disabilities, or other SEND</p> <p>Experience delivering or coordinating therapeutic interventions</p> <p>Experience of multi-agency working to support vulnerable learners</p>	<p>Experience working in an educational setting (school, PRU, AP, or similar)</p>
<b>Professional Skills</b>	<p>Ability to build strong, trusting relationships with learners, staff, and families</p> <p>Skilled in delivering 1:1 and small group interventions tailored to individual needs</p> <p>Excellent verbal and written communication skills</p> <p>Strong organisational and record-keeping skills</p> <p>Ability to remain calm, compassionate, and consistent in high-pressure or emotionally demanding situations</p> <p>Able to contribute to a whole-school inclusive and therapeutic ethos</p>	<p>Evidence of successful multi-agency working.</p>
<b>Knowledge</b>	<p>Understanding of therapeutic strategies related to: sensory processing, fine and gross motor development, and social engagement</p> <p>Knowledge of inclusive education practices and how to remove barriers to learning</p> <p>Familiarity with SEND Code of Practice and relevant safeguarding legislation</p> <p>Awareness of mental health challenges affecting young people and appropriate early support strategies</p>	<p>Knowledge of a range of methods to support curricular access and development</p>
<b>Personal Skills</b>	<p><b>Proven ability to:</b></p> <p>Generate enthusiasm for new ideas in both learners and staff and inspire others with confidence.</p> <p>Communicate effectively to groups and individuals, both orally and in writing.</p> <p>Demonstrate a flexible approach to a variety of issues and a willingness to actively listen to others.</p>	

	<p>Analyse situations, to prioritise and to help to implement realistic solutions.</p> <p>Provide advice and guidance to parents in a positive and clear manner.</p> <p>Remain calm when working under pressure.</p>	
<b>Philosophy</b>	<p>Commitment to the provision of high quality education and pastoral care for all learners.</p> <p>Expectation of high learner achievement.</p> <p>Commitment to the safeguarding of children and young people.</p> <p>Evidence of understanding and commitment to equality of opportunity and respect for learners' individual differences.</p> <p>Commitment to family partnership in education and developing links between school, home &amp; the community.</p>	