

THE CHERWELL SCHOOL
Opportunity, Responsibility, Excellence

Person Specification: Inclusion Teacher

	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> • Meet Higher Level Teaching Assistant standards or equivalent qualification or experience • Excellent numeracy/literacy skills – equivalent to NVQ level 2 in English and Maths or GCSE A-C 	<ul style="list-style-type: none"> • Honours degree • Relevant qualifications and training (e.g. SEN courses, Lego therapy, drawing and talking, creative therapy etc.) • Specialist skills/training in curriculum or learning area e.g. bi-lingual, sign language
Experience	<ul style="list-style-type: none"> • Successful experience of handling difficult and sensitive situations • Relevant and recent experience of working with children and young people • Dealing with complex behaviour/emotional needs 	<ul style="list-style-type: none"> • Experience of working in an SEMH setting
Knowledge, Skills and Abilities	<ul style="list-style-type: none"> • Have an understanding of mental health issues that affect young people and be able to adapt their working practices to each individual child • A good working understanding SEN and SEMH needs of young people • An awareness of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection 	<ul style="list-style-type: none"> • Good understanding of child development and learning processes • Ability to apply therapeutic strategies manage behaviour and learning. • Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation
Personnel Attributes	<ul style="list-style-type: none"> • Excellent communication skills and the ability to communicate effectively with pupils, staff, parents and senior leaders • Highly organised and efficient • Hard worker who is flexible and able to take on any required task • Proactive with the ability to use own initiative to identify and solve problems • Ability to work independently and as part of a team • Good interpersonal skills with the ability to enthuse and motivate others and develop effective partnerships 	

Safeguarding and Wellbeing	<ul style="list-style-type: none"> • A commitment to safeguarding duty and promoting children's wellbeing in accordance with school guidelines • A commitment to support the School Leadership team (SLT) to set a culture which supports the mental health and wellbeing of all members of the community • To uphold and promote the values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs within the school community 	<ul style="list-style-type: none"> • Desire to take on further/ advanced Safeguarding training and responsibilities • Evidence of CPD undertaken in this area
-----------------------------------	---	---

January 2021