**PERSON SPECIFICATION**

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| Job Title:  | **SEMH & Inclusion Coach/HLTA** | Salary: **Grade 4** |
| Location:  | **Meadow Park School** |  |

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|  | **Essential Criteria** |
| **Education and Qualifications** | Educated to Level 2 minimum (GCSE grade C or above in English and Maths or equivalent). |
| **Knowledge**  | * Understanding of the needs and characteristics of young people, particularly those with SEND and additional needs.
* Understanding of the principles of child development and learning processes, in particular barriers to learning.
* Recognise behavioural patterns and use strategies to support behaviour management
* Of equal opportunities and anti-discriminatory practice in the context of the school community.
* Training will be provided in the following areas. However, any experience would be an advantage:
	+ Supervision and behaviour management techniques.
	+ Strategies, including literacy, numeracy, ICT, independent learning, special educational needs and anti-racism to ensure effective learning.
	+ Child protection.
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| **Skills and Abilities** | * Skills in SEMH Intervention ( e.g coaching, mentoring)
* To communicate effectively with staff and students
* To motivate and encourage students to work co-operatively.
* To establish and maintain good professional relationships with adults and young

people and to deal with difficult situations sensitively. * Ability to work constructively as part of a team.
* To work independently when required and as part of a cohesive team
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| **Attitudes and Values** | * High expectations of personal performance and of students’ success.
* Ability to adapt to different situations and show initiative.
* Commitment to one’s own professional development.
* A belief that schools can make a positive difference to the lives of students.
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| **Experience** | * Experience of working with students with SEMH needs.
* Experience of working successfully with students with challenging behaviour.
* Experience of working constructively with parents and other agencies.
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| **Other** | This post is exempt from the Rehabilitation of Offenders Act 1974. An enhanced Disclosure and Barring Service check will be required prior to appointment |