**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. |
| **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 |
| **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. |
| **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. |
| **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 |