

Qualifications	Essential	Desirable
<ul style="list-style-type: none"> ➤ Formal qualifications a minimum of a C (4) grade in both English and Mathematics at GCSE ➤ Experience working with children/young people and their families ➤ Effective working with children/young people with emotional and behavioural difficulties including awareness of strategies available for improving the learning and achievement of all students ➤ Experience of following procedures and instructions ➤ Experience of working with young people of secondary school age ➤ Experience of establishing and maintaining accurate records and an ability to use student data to raise standards ➤ To have established and developed successful working relationships ➤ To have experience of liaising with external support agencies 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> ✓ ✓
Knowledge and Skills		
<ul style="list-style-type: none"> ➤ Excellent communication skills, written and verbal ➤ Ability to work effectively and command the confidence of teaching and support staff ➤ Ability to communicate effectively with education and care professionals ➤ To be able to develop positive relationships with the target groups and empathise with them ➤ A skilled practitioner in de-escalation techniques and strategies ➤ Ability to work independently 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none">
Other		
<ul style="list-style-type: none"> ➤ A passionate commitment to develop the best in young people ➤ Tact and diplomacy in all interpersonal relationships with the public and students and colleagues at work. ➤ Self-motivation and drive to complete tasks to the 	<ul style="list-style-type: none"> ✓ ✓ ✓ 	<ul style="list-style-type: none">

<p>required timescales and quality standards</p> <ul style="list-style-type: none"> ➤ Flexibility to adapt to changing workload demands ➤ Personal commitment to the school's professional standards and code of conduct ➤ A commitment to further training and a willingness to participate in relevant CPD ➤ Willingness to be engaged in partnership and community activities ➤ Commitment to the aims and ethos of the school ➤ A positive approach to the challenges, which seeks solutions to problems and addresses difficulties with cheerfulness and good humour 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
Safeguarding		
Has been Trained to a minimum Level 2 in Safeguarding. Issues relating to the safeguarding and welfare of children.	✓	✓

This position is subject to satisfactory DBS Disclosure