

**Bure Park Specialist Academy**  
**Person Specification – SEMH Keyworker**

	<b>Essential</b>	<b>Desirable</b>	<b>How Measured During Recruitment and Selection Progress</b>
<b>Experience</b>		<p>Experience of working with children of relevant age.</p> <p>Experience of working with pupils with additional needs.</p>	<p>Application Form</p> <p>References</p>
<b>Education/Training Qualifications</b>	<p>Very good numeracy/literacy skills.</p> <p>5 good GCSEs including English and Mathematics or equivalent.</p> <p>To be prepared to complete functional skills qualifications if required.</p> <p>To commence completion of the Level 3 diploma in Residential Childcare within three months of employment.</p>	Evidence of any other training.	<p>Application Form</p> <p>Interview</p>
<b>Skills and Knowledge</b>	<p>Ability to relate well to children and adults.</p> <p>Work constructively as part of a team.</p> <p>Be able to offer some extracurricular activities that will stimulate the children as part of an activity programme.</p>	<p>Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation.</p> <p>Knowledge of national curriculum.</p>	<p>Application Form</p> <p>Interview</p> <p>References</p>

	<p>Be able to demonstrate a genuine desire in caring for young people.</p> <p>Full Driving Licence.</p>	<p>Understanding of principles of child development and learning processes and in particular, barriers to learning.</p> <p>Full understanding of the range of support services/providers.</p> <p>Ability to self-evaluate learning needs and actively seek learning opportunities.</p>	
<b>Personal Qualities</b>	<p>Ability to relate to and build good relationships with pupils, parents and colleagues.</p> <p>Willingness to work in a close team situation.</p> <p>Imaginative and creative.</p> <p>Able to be flexible and adaptable.</p> <p>Positive attitude.</p> <p>Conscientious and hard working.</p> <p>Ability to prioritise and work effectively in a high pressure environment.</p>	<p>Committed to own continued professional development.</p> <p>A good sense of humour!</p>	<p>At interview motivation and attitudes appropriate to working with vulnerable groups will be discussed along with any issues arising from references.</p> <p>DBS check Application Form References</p>