



BOUDICA SCHOOLS
TRUST

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

	<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>	
Personal Qualities	<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>