A close-up of a person's face

Description automatically generated with medium confidence



# Person specification

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| --- | --- | --- |
| criteria | qualities |  |
|  | Essential | DESIRABLE |
| **Qualifications  and training** | * GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and Maths | * ELSA * Drawing and Talking Therapy * Rainbows * Senior Mental Health Lead Training |
| **Experience** | * Experience working in a school environment or other educational setting * Experience working with children / young people with additional needs (e.g. special educational needs (SEN) and disabilities, behavioural needs, mental health needs) * Experience supporting and working with parents of young people * Experience working with colleagues and external stakeholders (e.g. from external agencies) * Experience of keeping good written records | * Experience working with families to improve attendance * Experience delivering pastoral support * Experience working as a DSL within an educational setting. |
| **Skills and knowledge** | * Good listening skills * Effective written and verbal communication skills * Good IT skills * Knowledge of the barriers to learning that pupils may face * Tailoring plans and interventions to individual pupils * Ability to create good relationships with children, staff, parents and external agencies * Knowledge of available support services in the local area * Safeguarding of children and young people |  |
| **Personal qualities** | * Patient and calm * Wants to provide the best possible opportunities for all pupils * Organised, good time management skills, proactive and self-motivated * Upholds and promotes the ethos and values of the school * Ability to work under pressure and prioritise effectively * Maintains confidentiality at all times * Committed to safeguarding, equality, diversity and inclusion |  |