



# 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
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| **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.
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| **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
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| **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
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