

### **Part A**

The following criteria (experience, skills and qualifications) will be used to shortlist at the application stage:

#### **Essential**

- An understanding of young people with emotional, social and behavioural difficulties
- A background and experience of an educational setting
- A firm but fair approach to young people
- Experience of liaising with agencies such as Social Care, health, employers, Connexions
- Experience of managing safeguarding issues in relation to young people
- The ability to organise and prioritise.
- A commitment to participate in staff development and using the learning to innovate practice.
- An understanding of the requirements of Ofsted for provision for 16-19 year olds
- Excellent record keeping
- Effective in a team
- A good listener
- A commitment to equality and diversity and an understanding of its promotion in teaching, learning and assessment.
- Effective written communication skills.

#### **Desirable**

- Previous experience in a pastoral support role
- Experience of negotiating and implementing behaviour support plans
- Safeguarding Children at level 2
- Understanding of the PREVENT agenda and its implications for young people
- Experience of organising and providing enrichment activities for young people
- Driving licence and use of a car.

### **Part B**

The following criteria will be further explored at the interview stage:

- Well-developed oral communication skills
- To act as a good role model for young people
- Experience of coaching and mentoring young people
- Experience of providing personal welfare support to young people

#### **Additional Requirements**

There is occasional weekend delivery by agreement only. DBS clearance is required.