

Criteria	Essential	Desirable
Qualifications and Training	<p>The successful candidate will have:</p> <ul style="list-style-type: none"> • Previous experience of working with children in an educational setting.is desirable, ideally in a similar environment. • A good standard of general education, usually including 3 or more GCSE’ (including maths or English) at Grade C or above or other equivalents. 	<ul style="list-style-type: none"> • Hold a Level 3 NVQ in social care. • Have a relevant certificate for working with pupils with SEND. • Hold a first aid certificate. • Hold a counselling qualification.
Experience	<p>The successful candidate will have experience of:</p> <ul style="list-style-type: none"> • Working with vulnerable children and families. • Handling safeguarding concerns, including following confidentiality measures. • Working with disabled children. • Planning and running support groups and delivering supportive training. • Supporting children. • Implementing support measures and monitoring their effectiveness. • Using relevant technological systems in order to track and analyse pupils’ data. 	<ul style="list-style-type: none"> • Working in the field of domestic abuse. • Working in culturally diverse communities. • Forming, developing and maintaining partnerships with external support agencies. • Good practice procedures for working with children and families
Knowledge and Skills	<p>The successful candidate will be able to:</p> <ul style="list-style-type: none"> • Carry out all aspects of the role to a high standard at all times. • Communicate with colleagues, parents and pupils in a friendly and professional manner. • Reflect on their own practices and undertake training to continue their professional development. • Write clear and accurate reports on pupils’ needs and progress, accounting for teachers’ comments and feedback. • Demonstrate planning, organising and monitoring skills. • Support people in distress and crisis. • Demonstrate their understanding of children and 	<ul style="list-style-type: none"> • Work flexibly to meet families’ needs. • Assess children and their families to develop support plans. • Demonstrate their ability to monitor and evaluate services and progress. • Plan, provide and monitor training programmes for supporting complex families. • Working knowledge of the Children Act 1989 and 2004.

Personal Qualities	<p>The successful candidate will have:</p> <ul style="list-style-type: none"> • Excellent verbal and written communication skills. • Excellent time management and organisation skills. • A flexible approach towards working practices. • High expectations of self and a desire to maintain professional standards. • The ability to work as both part of a team and independently. • The ability to maintain successful working relationships with colleagues. • High levels of drive, energy and integrity. • A commitment to equal opportunities and empowering others. • An understanding that individuals may have fundamental differences, and the ability to adapt plans to accommodate for these. • A commitment to supporting others. • An excellent understanding of confidentiality. • An understanding of child development and how adverse events can impact progress. <p>The successful candidate will be:</p> <ul style="list-style-type: none"> • Committed to promoting high quality support and intervention to pupils and families. • Dedicated to their professional development and achieving desired qualifications. • Able to plan and take control of situations. • Committed to contributing to the wider school and its community. • Capable of handling a demanding workload and successfully prioritising work. • Professionally assertive and clear thinking. • A good team player, with the ability to also work using their own initiative. • A creative thinker who is committed to developing new support measures to meet pupils' needs. • A sensitive and understanding person who can have difficult conversations with families.
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Minchinhampton C of E Primary Academy has rigorous procedures and guidelines regarding the welfare and safeguarding of our pupils and expects all staff and volunteers to be committed to pupil welfare and safety.