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| **Person Specification**  **SEMH Coach** | | | |
|  | **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** | **MEASURED BY** |
| **Education and Qualifications** | * Good Literacy and Numeracy skills * Qualifications in coaching / mentoring or equivalent qualifications / experience * Evidence of continuing professional development. |  | Application  Qualifications |
| **Skills and Abilities** | * Skills in SEMH Intervention (e.g. coaching, mentoring). * Ability to work constructively as part of a team * Effective skills in using and maximising the potential of ICT software and hardware. * Ability to build positive working relationships with students and adults. * Ability to communicate and work constructively with parents and other agencies. * Skills in positive, assertive behaviour management. | * Ability to self-evaluate learning needs | Application  References  Interview |
| **Knowledge and Experience** | * Understanding of relevant legislation regarding children and young people with SEND and additional needs * Understanding of effective strategies in addressing academic and pastoral issues. * Knowledge of safeguarding policy and practice * Experience of working with students with Social, Emotional & Mental Health needs * Experience of working with students with additional learning needs. * Experience of working successfully with students with challenging behaviour, including those who are disaffected. * Experience of working constructively with parents and other agencies. | * Knowledge of KS3/4 Curriculum | Application  Interview  Reference |
| **Other Requirements** | * Commitment to inclusion * To undergo an enhanced DBS check |  | Interview |