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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
 | ApplicationInterviewReference |
| **Other Requirements** | * Commitment to inclusion
* To undergo an enhanced DBS check
 |  | Interview |