SOLIHULL
ALTERNATIVE PROVISION
MULTI ACADEMY TRUST

Person Specification
Inclusion Support Assistant - Gateway

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
Education and Qualifications	• Good levels of competency in literacy & numeracy • A minimum of 5 GCSE's (or equivalent) to include English & Maths at Grade C • Experience of working in a school setting	• Relevant qualifications (e.g., Teaching Assistant qualification, youth work, or equivalent) • Experience supporting transitions or reintegration programmes	Application Qualifications
Skills and Abilities	• Ability to build strong relationships quickly with vulnerable learners. • Ability to recognise barriers to learning and engagement. • Strong observational and record-keeping skills. • Commitment to inclusion and relational practice		Application Interview Reference
Knowledge and Experience	• Experience supporting young people with SEMH, SEND or neurodiverse needs. • Knowledge of trauma-informed practice. • Understanding of restorative approaches.	• Experience working in an alternative provision or similar setting • Knowledge of SEND, SEMH, or behavior support strategies • Experience of induction or transition programmes. • Understanding of assessment and screening processes. • Experience supporting neurodiverse learners. • Understanding of ACEs and trauma-informed education	Application Interview Reference
Key Attributes	• Patient, resilient, and empathetic • Professional and reliable • Flexible and adaptable • Proactive problem-solver • Committed to inclusion and pupil success		Interview
Other Requirements	• To undergo an enhanced DBS check		Application