



ELSA Practitioner - Person Specification

Criteria	Qualities
Qualifications and training	<ul style="list-style-type: none"> ● GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and Maths ● ELSA qualification (or other similar nurture focused training)
Experience	<ul style="list-style-type: none"> ● Experience working in a school environment or other educational setting ● Experience working with young people with SEND ● Experience planning and delivering ELSA/ nurture based intervention, both 1:1 and with small groups
Skills and knowledge	<ul style="list-style-type: none"> ● Good literacy, numeracy and organisational skills ● Ability to build effective working relationships with young people and adults ● Skills and expertise in understanding the needs of all young people, with a particular knowledge of SEMH, including how ASD impacts on this ● Knowledge of how to help adapt and deliver support to meet individual needs ● Expertise in planning and delivery of appropriate nurture based intervention to young people, both 1:1 and small groups ● Excellent verbal communication skills ● Ability to work as part of a team and to be flexible in their approach to daily routines ● The ability to remain calm in stressful situations ● Knowledge of guidance and requirements

	around safeguarding
Personal qualities	<ul style="list-style-type: none">● Enjoyment of working with young people● Sensitivity and understanding, to help build good relationships with young people● Confidence in working 1:1 with challenging young people● A commitment to getting the best outcomes for all and promoting the ethos and values of the school● Commitment to maintaining confidentiality at all times● Commitment to safeguarding wellbeing and equality for young people● Resilient, positive, forward looking and enthusiastic about making a difference● Capacity to inspire, motivate and challenge young people