



Academies Trust

## PERSON SPECIFICATION

Job Title: Education Healthcare Supervisor

Band 7

<b>Attributes</b>	<b>Essential</b>	<b>Desirable</b>	<b>How identified: (e.g. application, selection process, reference etc)</b>
Experience	<p>Minimum of 2 years experience of the following</p> <ul style="list-style-type: none"><li>• Recent experience of working in a school or other organisation with children.</li><li>• Experience of working as part of a team.</li><li>• Experience of working with children and young people with special educational needs, including complex health and physical needs.</li><li>• Experience and training in moving and handling. Trained/willingness to be trained as a key trainer in Moving and Handling.</li><li>• Experience of /willingness to train to meet the needs of pupils with behavior difficulties.</li><li>• Experience of/willingness to train in communication approaches to access the curriculum.</li></ul>	<ul style="list-style-type: none"><li>• Experience in a health or social care environment or provision.</li><li>• Experience of working with children who have complex health and physical needs in other than a school environment.</li><li>• Experience of communication approaches to engage with all children and young people.</li></ul>	Application Form and Selection Process
Qualifications	<ul style="list-style-type: none"><li>• NVQ3 for Health and Social Care or Teaching Assistant or equivalent experience.</li></ul>	<ul style="list-style-type: none"><li>• ICT qualifications relating to post e.g. Excel.</li></ul>	Application Form And Selection Process

	<ul style="list-style-type: none"> <li>GCSE English and Mathematics (Grade C) or equivalent.</li> </ul>		
Training	<ul style="list-style-type: none"> <li>Training or willingness to undertake training in the moving and handling of pupils; complex health and physical needs and relevant health interventions (Bradford District Achievement Partnership agreed delegated NHS health interventions).</li> <li>Evidence of previous personal development and commitment to own personal and professional development.</li> <li>Training or willingness to train in safeguarding children.</li> <li>Health and safety training as appropriate.</li> </ul>	<ul style="list-style-type: none"> <li>Trained in First Aid, including CPR.</li> <li>Trained in Child Protection.</li> <li>Team Teach trained</li> </ul>	Application Form and Selection Process
Specialist Knowledge	<ul style="list-style-type: none"> <li>Knowledge of the issues relating to pupils who have complex health and physical needs.</li> <li>Full working knowledge of personal and health care and therapy support and management.</li> <li>Full working knowledge of relevant policies/codes of practice, professional standards and relevant legislation.</li> <li>Knowledge of Health and Safety requirements.</li> </ul>	<ul style="list-style-type: none"> <li>Trained in Health and Safety, including risk assessment</li> <li>Understanding of child development and learning</li> </ul>	Application Form and Selection Process
Equality	<ul style="list-style-type: none"> <li>A personal commitment to equal opportunities, diversity and promoting good race relations.</li> <li>Candidates should indicate an acceptance of and commitment to the principles underlying Equality Policy.</li> </ul>	<ul style="list-style-type: none"> <li>Trained in Equality of Opportunity</li> </ul>	Selection Process
Disposition Adjustment/Attitude	<ul style="list-style-type: none"> <li>Ability to relate well to pupils and adults, being sensitive to needs.</li> <li>Ability to share expertise, knowledge and experience.</li> <li>Ability work as part of a team to deliver the delivery of health and therapy interventions.</li> <li>Constantly improve own practice/knowledge and learning from others.</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of team roles and responsibilities</li> </ul>	Selection Process and Reference

	<ul style="list-style-type: none"> <li>• Ability to remain calm under pressure.</li> <li>• Good co-operative, interpersonal and listening skills.</li> <li>• Flexible and willingness to accept change.</li> <li>• Mental resilience to meet demands of role.</li> <li>• Approachable, courteous and able to present a positive image of the school.</li> </ul>		
Practical & Intellectual Skills	<ul style="list-style-type: none"> <li>• Good numeracy and literacy skills. Meet the Intermediate Threshold Level of English fluency (Immigration Act, 2016)</li> <li>• Ability to use ICT effectively in relation to post.</li> <li>• Good organisational skills.</li> <li>• Ability to record, report and interpret information.</li> <li>• Ability to use relevant equipment/resources.</li> <li>• Ability to undertake risk assessments relevant to the post e.g. ensuring appropriate health and therapy support for pupils on school trips.</li> <li>• Ability to create and maintain up-to-date records, prepared in conjunction with health professionals of all personal care, health and therapy plans.</li> </ul>		Application Form and Selection Process
Physical and Sensory	<ul style="list-style-type: none"> <li>• Must be able to perform all duties and tasks, with reasonable adjustment, where appropriate in accordance with the Equality Act 2010.</li> <li>• Possess the physical abilities to undertake the duties associated with the post.</li> <li>• Ability to cope with requirements of the post, which will include working with pupils who have physical difficulties and may include working with pupils who have emotional and behavioural difficulties.</li> <li>• Working with pupils who have physical difficulties, it is a core component of the job for the post holder to be capable of moving and handling pupils, within school</li> </ul>		Application Form and Selection Process

	<p>policies and practices, and to participate in the pool area during hydrotherapy sessions.</p> <ul style="list-style-type: none"> <li>• It is a core component of the role for the post holder to be willing and capable of meeting the hygiene and personal care needs of pupils within school policies and practices.</li> </ul>		
Circumstances - Personal	<ul style="list-style-type: none"> <li>• Will not require holiday leave during term time.</li> <li>• Must be legally entitled to work in the UK.</li> <li>• No contra-indications in personal background or criminal record indicating suitability to work with children/young people/vulnerable clients/finance (DBS check required)</li> </ul>		<p>Application Form, Selection Process and DBS check</p>