



Person Specification SEMH Coach

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
Education and Qualifications	<ul style="list-style-type: none"> • Good Literacy and Numeracy skills • Qualifications in coaching / mentoring or equivalent qualifications / experience • Evidence of continuing professional development. 		Application Qualifications
Skills and Abilities	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Ability to self-evaluate learning needs 	Application References Interview
Knowledge and Experience	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Knowledge of KS3/4 Curriculum 	Application Interview Reference
Other Requirements	<ul style="list-style-type: none"> • Commitment to inclusion • To undergo an enhanced DBS check 		Interview