

**Mickle Trafford Village School**

Personal Specification for Safeguarding Pastoral and Inclusion Lead AAAD7109

AF- application form, I- Interview, L – letter

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| **CRITERIA** | ESSENTIAL | **DESIRABLE** | **METHOD OF****ASSESSMENT\*** |
| Qualifications and training  | Teaching Assistant-relevant Level 3 or equivalent qualification. Successful completion of ELSA Training Programme. | Have significant safeguarding experience Team Teach/De-escalation training  Evidence of Continuing professional development  | AF/I |
| Experience | Experience of working in a school setting Have significant experience of working with children with special educational needs and/or disabilities. Have experience of supporting attendance (including EBSNA).  | Work well as part of a team and have experience of multi-agency working such as Team Around the Family and /or working with other professionals to support pupils in their care.Experience in working with children with ASD and ADHDWork in an attachment aware and trauma informed manner.Experience of multi-agency working such as TAFs  | AF/I |
| Knowledge and Skills |  An awareness & understanding of child protection practices – have level 1 safeguarding training.Some knowledge & understanding of the SEN code of practice The ability to keep up-to-date with changes to SEN practice and research Positive and consistent approach to learning & behaviour,  Ability to encourage pupils to interact with others & engage in activities led by an adult  Set challenging expectations & promote self-esteem & independence.  |   | **AF/I/****T**  |
| Personal and professional Skills  | Effective interpersonal skills-Role model for others as being trustworthy, with integrity at the core in relation to the Behaviour Code and related policies, e.g Behaviour Policy, Code of Conduct, Professional Relations, Safeguarding, E Safety, Equality, Transition etc.Approachable and able to empathise with different members of the community. Have an interest in how young people learn and behave.Care about young people but particularly those who find learning and managing their behaviour difficult.Have high expectations of achievement and behaviour and always strive to get the best out of your pupils.Be well organised and be able to plan effectively. Committed, enthusiastic and adheres to confidentiality. | Monitor pupils responses to learning activities & accurately record achievements/progress as directed Provide details & regular feedback to the class teacher | **AF/I** |
| Other Requirements | To be a willing member of a supportive team with good sense of humourThe ability and commitment to add something to the school as a whole.Energy and enthusiasm.Able to adapt to changing circumstances and new ideas in a positive and creative manner.Good time management & well preparedEmpathetic towards all pupils |       | AF/I |