

PERSON SPECIFICATION

JOB TITLE: Inclusion Worker

Essential upon appointment	Desirable on appointment
<p>Knowledge</p> <ul style="list-style-type: none"> • A good understanding of the school curriculum and the needs of learners • Advanced knowledge of the potential barriers to learning • Advanced knowledge of interventions strategies to support pupils progress • A good understanding of the transitions in a young person's life and the effect they can have on them • Advanced knowledge and skills to carry out assessments • Knowledge of the range of activities and opportunities available • An understanding of the referral systems 	<ul style="list-style-type: none"> • Knowledge of Safeguarding and health & safety legislation
<p>Experience</p> <ul style="list-style-type: none"> • Experience of working with children and young people who have learning, attendance or behavioural issues • Experience of multi-agency working 	<ul style="list-style-type: none"> • Experience of mentoring
<p>Occupational Skills</p> <ul style="list-style-type: none"> • Assessment skills • Good listening skills • Excellent interpersonal communication skills • Influencing skills • Organisational and planning skills • Numeracy and literacy skills • ICT skills • Confidentiality • Ability to exercise discretion and judgement • Ability to adapt activities to suit the individual needs of the pupils • Problem solving skills • Creative skills • Observational skills 	
<p>Qualifications</p> <ul style="list-style-type: none"> • Maths & English – minimum Grade C at GCSE level/equivalent • Level 4 qualification in learning, development and support services or equivalent or willingness to work towards gaining 	<ul style="list-style-type: none"> • Professional qualification in education or social work • Specialist SEN qualifications • Specialist behaviour qualifications • Counselling
<p>Other Requirements</p> <ul style="list-style-type: none"> • Enhanced DBS clearance • Motivation to work with children and young people • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviours and attitudes 	

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| <ul style="list-style-type: none">• Committed to the ethos of the school• The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post | |
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NB – Assessment criteria for recruitment will be notified separately.

Optional - Statement for recruitment purposes: You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection process.