

Recruitment person specification

Post being recruited for: Pupil Support Worker

Our Behaviours

These apply to all posts

Respect

We're inclusive; we promote equality; we treat people with fairness, understanding and kindness; and we consider others in all our decisions and actions.

Integrity

We're open and honest; we take responsibility; we build trust; and we pull together to do what's right of our residents, colleagues and city

Flexibility

We're open-minded; we keep it simple; we adapt to provide great service and find better ways of doing things; and we embrace opportunities for shared working and learning

Managers

1. Specify what the essential requirements are for your vacancy in the Job Specific Requirements section of the recruitment person specification. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	<p>Experience of working with children or young people with a range of additional support needs including neurodiversity, attachment and/or trauma.</p> <p>Worked with or supported children in a school or community setting.</p> <p>Working as part of a team.</p> <p>Working flexibility.</p> <p>Taking instruction and contributing own ideas.</p>	<p>Working in a multi-agency Team Around the Child context.</p> <p>Experience of providing support for children and young people with medical care needs.</p> <p>Experience of working with parents, carers and families.</p>
Knowledge, skills and understanding	<p>Knowledge and understanding of child development.</p> <p>Knowledge and understanding of current pupil support approaches.</p> <p>Knowledge of the range of additional support needs that pupils may have and the impact of those on learning and development e.g. neurodiversity, attachment and/or trauma.</p> <p>Knowledge of the United Nations Convention on the Rights of the Child (UNCRC) as applied in an educational setting.</p> <p>Ability to demonstrate tact, patience, empathy and good verbal and written communication skills.</p> <p>Ability to maintain confidentiality.</p> <p>Ability to use own initiative and problem solving skills.</p> <p>Basic IT skills.</p>	<p>Trauma informed practise.</p> <p>First Aid certificate.</p> <p>Knowledge of a variety of communication methods e.g braille, signalong, symbols.</p>
Qualifications and training	<p>English and Maths to Nat 5 or equivalent, or previous relevant experience plus a Child Protection Level 2 qualification</p> <p>Commitment to completing relevant professional learning as agreed with Line Manager.</p>	<p>Qualification or previous training in childhood practice or Education Support Assistance.</p> <p>Previous training in additional support needs e.g. neurodivergence, trauma informed practice.</p>
Job specific requirements	N/A	N/A