



Person Specification

Essential Criteria	Desirable Criteria
Qualifications and Experience	
Full UK Driving Licence.	D1 entitlement on driving licence.
Ability to drive safely and confidently in a variety of conditions.	Experience of driving minibuses or larger vehicles.
Experience of working with children, young people or vulnerable individuals, or a willingness to learn.	Experience of supporting children or young people with SEND and/or SEMH needs.
	First Aid qualification.
	Knowledge of positive behaviour support strategies.

Knowledge and Skills
Understanding of the importance of safeguarding and child protection.
Good communication and interpersonal skills.
Ability to remain calm under pressure.
Ability to work independently and follow agreed procedures.
Good organisational skills and attention to detail.

Personal Qualities
Patient, caring and approachable.
Reliable and trustworthy.
Flexible and adaptable.
Professional and resilient.
Committed to inclusion and equality.
Able to build positive relationships with pupils, families and colleagues.

Training and Development
The Partnership is committed to supporting all drivers through an ongoing programme of training and development which may include:
Driver Training
First Aid Training
Safeguarding Training
Behaviour Support Training
De-escalation Techniques
Manual Handling (where required)
SEND Awareness Training



- Health and Safety Training

General Responsibilities

All employees and volunteers are expected to:

- Demonstrate commitment to the values and ethos of the Bower Learning Partnership.
- Promote equality, diversity and inclusion.
- Comply with all relevant policies and procedures.
- Maintain confidentiality at all times.
- Contribute to a positive culture of safeguarding and wellbeing.
- Act in accordance with professional standards expected within education settings.

Safeguarding Statement

The Bower Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Appointments are subject to:

- Enhanced DBS clearance
- Online search checks
- Medical clearance
- Verification of qualifications and right to work in the UK
- Satisfactory references
- Any other safeguarding checks deemed appropriate

Our Commitment

Every journey matters. By joining our team, either as a paid bank driver or volunteer, you will play an important role in helping children and young people with SEND access education, specialist support and life-changing opportunities within their community.