

**Induction Support Worker**  
**Person Specification**

	Essential	Desirable
<b>Experience</b>		
Experience of working with children and or young people in either youth work or school settings (primary and secondary aged)	✓	
Experience of working with disaffected challenging and vulnerable young people		✓
Experience or understanding of work in a multi-racial diverse community and some knowledge of strategies to tackle issues of equality whilst promoting social justice		✓
<b>Knowledge</b>		
Knowledge of MS office or Google	✓	
Understand the importance of positive role modelling	✓	
<b>Skills/Abilities</b>		
Confident to input student data onto Bromcom (or other management information systems)	✓	
Ability to build positive relationships with young people, their parents and work closely with individuals and organisations	✓	
Ability to resolve problems fairly and without prejudice and recognise discrimination in its many forms	✓	
Ability to work as a team member with a structured, organised approach to work	✓	
Ability to employ strategies to improve a young person's self-esteem and self-worth through a co-ordinated programme	✓	
Ability to offer a specific skill that can further enhance the personal development of our students		✓
Committed to safeguarding, child protection and promoting the welfare of children and young people	✓	
<b>Qualities</b>		
Achievement of, or working towards a recognised teaching, youth work and/or NVQ Level 2 (or equivalent) coaching qualification		✓
Maths and English (GCSE Grade 4 or above or Functional skills L2)	✓	
Current driving licence, business insurance and willingness to use own car to transport students		✓