

PERSON SPECIFICATION

Penn Fields School is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.

Job title	Student Engagement Team Member
Responsible to	Student Engagement Team Lead
Salary Grade/Range	Grade 5 £30,024 – £33,699 Annually (FTE): Term time only, 35hrs per week, 44.85 weeks per year - Pro rata £24,429 - £27,418 (actual)

SELECTION CRITERIA for the post (E-Essential, D-Desirable)

1.	NVQ Level 3 or equivalent - including English & maths level 2 or equivalent	E
2.	The ability to ensure effective delivery of a variety of pastoral interventions for learners with SEN, including swimming.	E
3.	The ability to work within a team	E
4.	An ability to share information through both written and verbal communication with the wider school team.	E
5.	Knowledge and experience of students' special educational needs, especially SLCN	E
6.	Knowledge and experience of SEND Code of Practice including school systems such as the annual review process.	D
7.	The ability to combine professional expertise with the necessary emotional resilience to ensure effective pastoral care.	E
8.	Experience and understanding of Restorative Approaches in Schools	D
9.	Training or willingness to undertake training in Positive Handling techniques	E
10.	Evidence of active commitment to ensuring that all children are well safeguarded, supported and guided in both their personal development and academic progress.	E
11.	Pro-actively ensure that Equalities and Diversity policies are implemented throughout intervention planning/delivery and pastoral work.	E
12.	Experience of trauma-informed practice and a commitment to positively embracing and implementing trauma-informed principles in all aspects of pastoral support.	D

Post holder signature:	
Print Name	
Date:	