



SOLIHULL
ALTERNATIVE PROVISION
MULTI ACADEMY TRUST



Person Specification Inclusion Coach

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
Education and Qualifications	<ul style="list-style-type: none">• Good Literacy and Numeracy skills.• Evidence of continuing professional development• NVQ 3 or equivalent in a relevant field and the equivalent to GCSE Maths and English Grade A-C.• NVQ3 in a relevant area, e.g Autism, Learning Mentor/ HLTA or equivalent qualification or experience.		Application Qualifications
Skills and Abilities	<ul style="list-style-type: none">• Ability to work constructively as part of a team.• Effective skills in using and maximising the potential of ICT software and hardware.• Ability to build positive working relationships with students and adults.• Ability to communicate and work constructively with parents and other agencies.• Ability to self-evaluate learning needs.• Skills in positive, assertive behaviour management.• To communicate clearly in speech and writing• To have good organisational skills• To be able to plan for the needs of a individuals and groups of children and young people with a range of SEND.• To be confident to work independently to model strategies and give advice to other staff in supporting students with additional needs.		Application References Interview

Knowledge and Experience	<ul style="list-style-type: none"> • Understanding of relevant legislation regarding children and young people with SEND and additional needs • Knowledge of KS3/4 Curriculum • Understanding of effective strategies in addressing academic and pastoral issues. • Knowledge of safeguarding policy and practice • A proven understanding of how to plan, deliver and evaluate interventions to support students. • Working knowledge of national curriculum and other relevant learning programmes • An understanding of the challenges experienced by parents of young people with SEND. • A proven understanding of the role adults play in supporting children and young people with additional needs. • Experience of working with students with Social, Emotional & Mental Health needs. • Experience of working with students with additional learning needs. • Experience of delivering a range of interventions to improve student outcomes • Proven experience of working successfully with disaffected students, including those with challenging behaviour • Experience of delivering training • Experience of working with families 		Application Interview Reference
Other Requirements	<ul style="list-style-type: none"> • Commitment to inclusion • To undergo an enhanced DBS check 		