



EMPLOYEE SPECIFICATION

When filling in the application form, please demonstrate with clear, concise examples how you meet the requirements of the post. You will be assessed in relation to the Essential and Desirable criteria. Please bear in mind that you must possess the Essential Criteria on day 1 to be able to do the job. If there are large numbers of applicants for the post, then all of the criteria will be used for shortlisting. Under the Disability Discrimination Act, we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. We have tried to assess this in our Job Description and Employee Specification, however if you feel that there are barriers, please tell us in the application form. As part of the DDA we are committed to making reasonable adjustments, wherever possible and it would help us to know your needs in order to do this.

Post Title: Care Team Member

School: Heritage Park School

Grade / Scale: Grade 5

Attributes	Criteria	How Identified	Rank
Relevant Experience	<ul style="list-style-type: none"> • A minimum of 2 years relevant experience • Experience of working with children of relevant age • Experience of working with children and young people with special educational needs and/or social, emotional and mental health difficulties • Experience of supporting children with strategies to enable them to settle to learn. • Team Teach trained (or a willingness to undertake specialist training by commencing on a lower grade until fully developed in this area). • Experience of using restorative practices. • Experience of counselling skills/mentoring skills 	Application Form / Interview	Essential Essential Essential Essential Essential Essential Essential Essential Desirable Desirable



Attributes	Criteria	How Identified	Rank
Education and Training Attainments	<ul style="list-style-type: none"> GCSE English/Maths/ICT grade A to C Level 3 qualification Level 4 qualification Specific training in interventions/SEN/SEMH Commitment to all CPD offered 	Application Form / Interview	Essential Essential Desirable Desirable Essential
General and Special Knowledge	<ul style="list-style-type: none"> Effective use of ICT and other specialist equipment/resources for teaching and progress data Understanding of pupils with social, emotional and mental health difficulties and SEN such as autism, ADHD, dyslexia and attachment difficulties Knowledge of interventions such as phonics, reading interventions, behavioural, SEN Knowledge of reasons that effect behaviour Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation Working knowledge of national/foundation stage curriculum and other relevant learning programmes/ strategies Understanding of child development and how children learn 	Application Form / Interview	Essential Desirable Desirable Essential Essential Essential Essential
Skills and Abilities	<ul style="list-style-type: none"> Ability to self-evaluate learning needs and actively seek learning opportunities for self-development Ability to relate well to children and adults. Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these 	Application Form / Interview for all	Essential for All



	<ul style="list-style-type: none">• To be able to personalise learning for pupils• To develop strategies to support reluctant learners to engage and achieve• To be able to use a range of strategies to support positive behaviour• Full understanding of the range of multi-agency support• Ability to use correct English in spoken and written communication	Application Form / Interview for all	Essential for All
Additional Factors	This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment	Application Form / Interview	Essential