



Person Specification

Post:	Unqualified teacher and mental health and behaviour lead.
Location:	Pilgrim Pathways School, Ida Darwin, Fulbourn, Addenbrooke's Learning Centre, Cambridge, and any other site which the Pilgrim Pathways School operates from.
Work hours:	Full time (32.5 hours) or Part time, to be negotiated with the successful candidate.
Position to start:	As soon as possible
Contract:	One year, initially
Salary:	Unqualified Teacher 1-6 (depending on experience)

The following criteria are appropriate for this post. You must meet the essential criteria in order to be shortlisted for the post and it would be advantageous if you meet the desirable criteria.

Education, Qualifications & Training

Essential	Desirable
Good honours degree	Training in Special Needs Education
	Higher level qualification in health or education field
	Training in mental health in young people

Experience & Knowledge

Essential	Desirable
Experienced practitioner in SEND and/or Mental Health	Expertise of working in special and/or alternative education or medical setting for example, medical needs or emotional and behavioural difficulties provision
A good understanding of SEND practice and policy, e.g. reasonable adaptations in education, strategies to support a range of SEND needs.	Experience of working with students with a range of special needs
Experience of planning and delivering learning and strategies to support teaching and learning within the classroom and one to one	Awareness and understanding of statutory educational requirements for children following treatment both in and out of school (Department for Education guidance 'Supporting Pupils with Medical Conditions' and other relevant guidance and statutory documents)
Experience of preparing individualised educational resources and providing recommendations and strategies to support young people with additional needs to engage in education and access the Curriculum cross phase	
Experience of writing and/or contributing to risk assessments	
Experience of contributing to Education, Health and Social Care Needs Assessments	Experience of successfully applying for a EHCNA, updating and holding an Annual Review for an EHCP.
Experience of supporting parents in the context of YP's behaviour, attendance or SEND difficulties.	
Experience and knowledge of working across agencies.	
Experience and knowledge of dealing with safeguarding procedures.	

Significant experience of engagement/supporting re-integration into school or re-engagement in education.	
Thorough knowledge and understanding of a range of SEMH conditions and how these affect YP's ability to engage in education and learn.	

Skills & Attributes

Essential	Desirable
Good observation and listening skills with excellent written and verbal communication skills.	
Ability to empathise, support and encourage pupils with mental health difficulties	
The ability to liaise sensitively with parents who are going through traumatic events and life-changing events	
Ability to respond flexibly to a range of problems	
Ability to monitor pupils' progress and keep accurate records	
Ability to write accurate assessment reports as part of the monitoring of the pupils for the multi-disciplinary team meetings	
Self-motivation and ability to work on your own initiative	
The confidence to challenge and question	
Flexible, enthusiastic and committed	
The ability to follow issues up to resolution	
An organised and creative thinker who is comfortable creating and adapting systems to support student progress, attendance and reintegration to education	
Ability to understand the importance of continuing education and reintegration	
High level of ICT skills to monitor and record pupil data collection	
Ability to understand the importance of continuing education and reintegration	
Being passionate about wanting to help children to maximise their full potential	
Clean driving licence and prepared to use own car for work	

Professional Qualities

Essential	Desirable
An excellent communicator who is able to work effectively with pupils, parents, colleagues, members of the NHS multi-disciplinary team and outside agencies	
Outstanding practitioner with evidence of setting appropriate expectations to engage and motivate YP and support progress against goals	
Ability to establish productive working relationships and work well in a team	
Commitment to equality of opportunity and high aspirations for the achievement of all pupils	

Evidence of commitment to the safeguarding of all young people	
A personal commitment to the continuing development of skills to have a positive impact on YP's outcomes	

Personal Qualities

Essential	Desirable
Maintenance of strict confidentiality at all times	
Completion of full health check as required by hospital	
Organised with good attention to detail	
Good communicator in a range of contexts	
Enthusiasm, energy and personal dynamism	
Approachable, friendly and patient	
Good sense of humour	
Able to prioritise and meet deadlines and to manage their own workload in dialogue with their Line Manager	
High level of integrity, honesty and fairness	
Demonstrates personal enthusiasm for the learning process	

Equal Opportunities

Essential	Desirable
An understanding of equal opportunities and rights of all young people.	
Willingness to provide access to education for all students.	

Pilgrim Pathways School Management Committee is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced Disclosure and Barring Service check (DBS) will be carried out on all successful candidates.