



Person Specification
Essential Criteria

Knowledge and Experience

- Experience working with children, particularly those with SEMH and/or SEND
- Understanding of inclusive practice and barriers to learning
- Experience of delivering practical or alternative curriculum activities (e.g. outdoor learning, cooking, craft, vocational skills)
- Understanding of behaviour support strategies and emotional regulation

Skills and Abilities

- Strong relationship-building skills with children and adults
- Ability to engage and motivate pupils who may be disengaged from learning
- Practical skills (or willingness to develop skills) in areas such as:
 - Gardening/outdoor learning
 - DIY/woodwork
 - Cooking
 - Maintenance-type activities
- Ability to plan structured sessions with clear outcomes
- Good organisation and time management skills

Personal Qualities

- Calm, patient and resilient
- Positive and solution-focused
- Flexible and adaptable
- Committed to inclusion and high expectations for all pupils
- Willingness to “roll up sleeves” and lead practical activities

Safeguarding

- Commitment to safeguarding and promoting the welfare of children
- Willingness to undertake relevant training (e.g. safeguarding, Team Teach, first aid)

Desirable Criteria

- Experience working in a school setting
- Qualifications related to childcare, education or youth work
 - Outdoor learning / forest school experience
- Experience managing small projects or developing learning environments
 - First aid qualification
- Experience of running holiday or enrichment programmes

Additional Requirements

- Ability to work full-time, including school holidays
- Willingness to work flexibly as required
- Physical ability to undertake outdoor and practical tasks

