| **ATTRIBUTES** | **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** |
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| **KNOWLEDGE & QUALIFICATIONS** | * Knowledge and understanding of classroom roles and responsibilities and own position within these. * Good working, current knowledge of relevant learning programmes and relevant safeguarding approaches. Specialist knowledge as required in particular areas. * Understand relevant policies, guidance and legislation with a commitment to keeping abreast of developments, including latest safeguarding guidance. * A working knowledge of the SEND Code of Practice 2015. * An understanding of learning processes, barriers to learning and behaviour management strategies to facilitate delivering learning activities effectively. * Good literacy and numeracy competency (including GCSE Maths and English at grade C or above), or equivalent qualifications. * An understanding of EHCP documentation and the annual review process. | * NVQ for Teaching Assistants Level 3 or above, or equivalent. * Trained in first aid and administration of medication, or commitment to undertake the training. * Knowledge of good practice within media/film industries. * Qualifications in digital media or other creative subjects. * Knowledge of external support agencies/organisations across Bristol for young people |
| **SKILLS & EXPERIENCE** | * Excellent oral and written communication with an ability to understand and convey complex information. * Developed interpersonal skills, in particular empathy and active listening. * Good planning and organisational skills, specifically with regard to learning activities and support materials. Experience of producing effective learning materials and delivering activities to advance student learning. * Effective contribution to monitoring, recording, assessing and reporting on students’ progress to enhance and progress learning outcomes. * Experience of delivering wellbeing/mentoring support to students. * Practice in supporting students through safeguarding disclosures and crisis management. * Effective use of IT for own planning and to support students. * Works collaboratively and effectively as part of a team to ensure best outcomes for children. * Demonstrable skill at working inclusively and effectively with all students’, adapting and responding to individual needs, including those of SEND students. * Works effectively with parents/ carers. * Self-evaluates learning needs and seeks professional development opportunities. * Adheres to strict confidentiality requirements. * Willingness to work at different boomsatsuma centres and attend meetings off site if required. | * Experience of creating individual support plans for students. * Ability to use education specific IT systems, such as SIMs. * Experience or interest within the creative arts. * An understanding of and experience of working with young people with Social, Emotional and Mental Health needs. * Experience of mentoring/facilitating pastoral interventions for students. * An understanding of the needs of young people with Autism. * Experience of contributing to the EHCP annual review process. |
| **PERSONAL ATTRIBUTES** | * A keen interest in working with young people and commitment to inclusion and acceptance of all. * Patient and remains calm in challenging situations; makes sound decisions when under pressure. * Caring and understanding attitude, sensitive and responsive to the needs of children and their parents/ carers. * Emotional intelligence and resilience. * Hard working, flexible and reliable. * Confidence to work independently, delivering certain learning activities to groups of students/ individuals, under the overall direction of the class teacher. * Commitment to continuous improvement through professional development, self-evaluation and awareness. * Role model the positive values, attitudes and behaviour expected of students. * Commitment to and able to work in a way that promotes equal opportunities and respects diversity. * Commitment to and able to work in a way that promotes the safety and well-being of children and young people. |  |