|  **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
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| **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.
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| **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.
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