

## Person Specification for REACH Hub Re-integration Support Officer

<p><b>Experience</b></p>	<ul style="list-style-type: none"> <li>• Current experience of working in a mainstream or specialist setting dealing with social, emotional and mental health difficulties.</li> <li>• Successful experience of developing highly effective relationships with learners and working with challenging behaviour and complex needs in the classroom.</li> <li>• Devise plan and deliver high quality 1:1/ small group / in class interventions specifically in areas of behavioural, social, emotional and mental health issues</li> <li>• Experience of suggesting behaviour management strategies for learners in the school environment.</li> <li>• Implementation of appropriate de-escalation strategies</li> <li>• A good knowledge of the EHCP / SEN Code of Practice and its implementation and ability to communicate this to others.</li> <li>• Successful experience of preparing written records and reports to mainstream partners.</li> <li>• Successful experience of working in partnership with parents/carers and other agencies to achieve best outcomes for young people.</li> <li>• Ability to demonstrate knowledge and experience of a range of complex and additional educational and behavioural needs</li> <li>• Proven commitment to raising the attainment and self-esteem of vulnerable students.</li> <li>• Successfully able to work independently and as part of a team</li> </ul>
<p><b>Qualifications or Training:</b></p>	<ul style="list-style-type: none"> <li>• Hold NVQ Level 3 or other equivalent recognised qualification</li> <li>• Demonstrable levels of numeracy and literacy equivalent to GCSE (A-C)</li> <li>• Willingness to undertake additional training and staff development</li> </ul>
<p><b>Practical Skills</b></p>	<ul style="list-style-type: none"> <li>• Knowledge and understanding of effective behaviour management techniques and strategies</li> <li>• Ability to work with children who have challenging behaviours</li> <li>• Good organisational skills</li> <li>• Strong interpersonal skills and ability to communicate effectively both orally and in writing to a variety of audiences</li> <li>• Ability to relate well to children and adults</li> <li>• Ability to work constructively as a team, understanding classroom roles and responsibility and your own position within these</li> <li>• Philosophy focused on achieving the very best outcomes for vulnerable learners.</li> <li>• Commitment to inclusive practice</li> <li>• An understanding of the barriers to achievement including social, emotional and behavioural difficulties and disengagement.</li> <li>• Have high expectations of self, pupils and staff and a commitment to raising standards of achievement and attainment</li> <li>• Ability to deal with highly sensitive information in a confidential manner</li> <li>• Capacity to work flexibly and adapt to the changing needs of the service.</li> <li>• Evaluate their performance and be committed to improving their practice through appropriate professional development.</li> <li>• To be fully compliant with current safeguarding procedures with all stakeholders.</li> </ul>

