



Outreach Practitioner for Inclusion & Behaviour - Person Specification

Criteria		Evidence	Scoring Method
Qualifications and experience	Good basic education including literacy and numeracy to GCSE grade C/5 or equivalent	A	Pass/Fail
	A degree level qualification in a relevant subject area (or equivalent experience)	A	Pass/Fail
	Proven ability in supporting students so they can effectively access learning and make progress	A/I	Numerical Scale
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	An accredited Team Teach Positive Behaviour Support: Intermediate Trainer qualification or willing to work towards the qualification/training	A/I	Numerical Scale
	Experience of coaching and advising staff on suitable behaviour interventions	A/I	Numerical Scale
	Experience of working with vulnerable children in an educational environment	A/I	Numerical Scale
	Previous experience of developing and implementing effective strategies to manage and support young people with challenging behaviour surrounding SEMH needs	A/I	Numerical Scale
	Experience of risk assessment, individual student risk management plans, safeguarding and leading the implementation of application of such plans	A/I	Numerical Scale
	Experience of delivering outcomes related to an EHCP	A/I	Numerical Scale
	Proven ability in effectively support PE/Sporting activities	A/I	Numerical Scale
Knowledge and Skills	Has well-developed ICT skills including a good working knowledge of Microsoft 365 Applications i.e. Word, Excell, Outlook, Teams etc	A/I	Numerical Scale
	Demonstrates effective communication skills (both orally and in writing), relevant to the audience and purpose.	A/I	Numerical Scale
	Knowledge of how to support other adults when working in an educational provision/setting	A/I	Numerical Scale
	Extensive knowledge of SEND and behaviour related approaches – such as trauma informed practice, relational practice, restorative practice and Neurodiversity conditions	A/I	Numerical Scale
	Knowledge and experience of cognitive behavioural approaches and how they impact on student learning and classroom practice	A/I	Numerical Scale
Values and Behaviours	Kindness Acts with patience, respect, generosity and forgiveness. Acts with compassion and care, listens and sees the person behind the role. Focuses on relational practice; builds trust and rapport with others by empowering and elevating them.	I	Numerical Scale
	Trust Acts in a reliable, consistent, credible, honest, humble, courageous manner. Manages emotions and helps others to do the same. Keeps promises and does what they say they will.	I	Numerical scale
	Service Puts themself in the service of others. Reduces stress and anxiety in the organisation by modelling calm and considerate behaviour. behaves in a dutiful way, demonstrating humility and self-control. Removes barriers to enable others to do their jobs well	I	Numerical scale

	<p>Justice Does what is right, rather than what is popular or easy. Lives our sense of purpose and values in the way they behave, make decisions and communicate. Applies rules in a consistent, transparent and fair way, whilst allowing for discretion and common sense. Values difference and encouraging others to behave responsibly and with moral purpose.</p>	I	Numerical scale
	<p>Optimism Believes in their own ability, and the ability of others. Calls out negativity, cynicism and dishonesty. Remains positive and encouraging, helping others to overcome challenges and celebrating their success.</p>	I	Numerical scale

A = Application (inc. supporting letter), I = assessed during Interview Day(s)

TEAL is committed to safeguarding and promoting the safety and welfare of children and young people and expects all staff to share the commitment. All appointments will, therefore, be subject to a satisfactory Enhanced Level Disclosure and Barring Service Clearance as well as all other relevant pre-employment vetting checks.