

Person Specification

Job Title	STEPS Outreach Worker
Grade	APT&C Scale 6 (TTO)
Service/Section	Inclusion, Learning and Achievement
Directorate	Children's services

Shortlisting Criteria: Essential criteria assessed via application form should be used to shortlist.

Criteria	Essential/ Desirable
Knowledge	
GCSE Grade C/4 or above (or equivalent) in English and Maths and relevant qualification or training in SEND, inclusion, education, learning support or a specialist area of need.	E
Knowledge of inclusive practice and the barriers to learning experienced by pupils with SEND.	E
Knowledge of assessment processes, intervention planning, monitoring and evaluation of outcomes for pupils with SEND.	E
Understanding of group-based intervention models and how specialist strategies can be adapted for group delivery and staff training.	D
Skills and Abilities	
Excellent communication and interpersonal skills, with the ability to work effectively with pupils, families, schools and multi-disciplinary professionals.	E
Strong organisational, planning and caseload management skills, with the ability to maintain accurate records and meet deadlines.	E
Ability to deliver high-quality training, workshops and parent support sessions.	D
Experience	
Experience of supporting pupils with SEND and implementing effective strategies to promote inclusion and independence.	E
Experience of assessing pupils' needs, setting targets, planning and delivering interventions and evaluating impact.	E
Experience of working collaboratively with schools, families and multi-disciplinary teams to support pupils with SEND, including transition planning.	D
Experience of supervising, mentoring or providing professional support to other staff.	D
Equal Opportunities	
Understanding of and commitment to the Council's equal opportunities and safeguarding policies and the Council's staff values, with the ability to put them into practice in the context of this post.	E

