



Person Specification			
Post title	Virtual School KS 4 and Post 16 Practitioner	Grade	J

This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Well-developed skills in multi-agency working, promoting and developing effective team work to ensure that all professionals are working collectively to promote and respond to a child’s educational needs and aspirations.	CV/SS, I
S2	An ability to provide professional challenge to others, where a young person’s needs are not being met and escalate matters further as necessary.	CV/SS, I
S3	Well-developed IT skills and ability to use electronic systems to provide reliable and good quality data.	CV/SS, I
S4	Good skills in keeping up to date accurate records and an ability to produce good quality analytical and accurate reports.	CV/SS, I
S5	A good knowledge and understanding of child development theories and the often-complex needs of looked after young people, given the impact of abuse, neglect and trauma on their learning, emotional wellbeing and mental health.	CV/SS, I
S6	A good knowledge and understanding of Post 16 options and provision, assessments and qualifications (including SEND).	CV/SS, I
S7	Good skills in developing and managing projects.	CV/SS, I
S8	Experience of working with young people and supporting them in their learning, and development.	CV/SS, I

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Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	An ability to “champion” the needs of looked after young people, inspire, and motivate others to do likewise.	CV/SS, I
P3	A commitment to working positively within a team, and wider setting.	CV/SS, I
P4	Good time management skills and an ability to manage several competing demands, priorities and deadlines.	CV/SS, I
Communication		
C1	Good communication skills and an ability to engage with children and young people and build successful relationships with them; and be able to motivate and encourage them to attend school and have high aspirations.	CV/SS, I
Qualifications		
Q1	A recognised professional qualification in Information and Guidance, education, youth, community, or health and social care.	CV/SS, C
Q2	Evidence of continued professional development.	CV/SS, I

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview
P = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate’s ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

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Knowsley Council

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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