

## Community Support Partner – Person Specification



### Person Specification

Post Title: Community Support Partner

School: The Orchard School

Grade: Kent Range [insert level] + SEN Allowance

The person specification outlines the qualifications, experience, skills and personal qualities required for this post. It will be used to assess candidates against the role, ensuring alignment with The Orchard Way, our Mission, Vision and Values, and our school rules: Ready – Respectful – Safe.

Criteria	Essential	Desirable
<b>Qualifications</b>		
GCSE (or equivalent) in English and Mathematics, Grade A*–C	✓	
Relevant qualification in child development, education, mental health, or youth work		✓
Team Teach / PROACT-SCIPr UK / other de-escalation training		✓
Trauma-informed or therapeutic practice training (e.g. ACES, NVR, Thrive)		✓
<b>Experience</b>		
Working with children or young people with SEMH needs	✓	
Supporting regulation and behaviour in high-pressure or crisis situations	✓	
Building trusted adult-pupil relationships through regular intervention and support	✓	
Working within a school, care or alternative provision setting	✓	
Supporting inclusive, restorative or relational practice	✓	
Contributing to multi-agency support planning and review		✓
<b>Knowledge and Skills</b>		
Strong understanding of trauma-informed, relational and therapeutic approaches	✓	
Knowledge of safeguarding responsibilities and procedures	✓	
Understanding of behaviour as communication	✓	
Ability to de-escalate situations calmly and sensitively	✓	
Ability to follow plans and respond flexibly to dynamic needs	✓	
Accurate record-keeping and timely communication	✓	
Confidence in working independently and as part of a team	✓	
<b>Personal Qualities</b>		
Emotionally resilient and reflective	✓	

Calm, kind, and consistent under pressure	✓	
Committed to The Orchard Way and the values of Trust, Belonging, Aspiration, Voice, Pride and Curiosity	✓	
A champion for inclusivity and pupil voice	✓	
Enthusiastic and committed to continuous improvement	✓	
Honest, professional and reliable	✓	