



Person Specification			
Post title	Early Years SEND Senior Practitioner	Grade	K / SCP 29 – 31 / £38,626 - £40,476

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	Extensive, recent, post qualification experience of working with children with complex SEND needs and families to deliver interventions which will provide children with the best start to school life and transitions to school.	CV/SS, I
S2	Experience of Practitioner/Staff supervision in an Education, Health, Social care, or other relevant environment.	CV/SS, I
S3	Experience of delivering and implementing Portage.	CV/SS, I
S4	Managerial oversight of case management.	CV/SS, I
S5	A good understanding of the range of economic and social issues likely to lead poor outcomes for children and their families.	CV/SS, I
S6	Experience of assessment and management of risk, vulnerability and SEND in relation to children and families.	CV/SS, I
S7	Experience of supervision of case management including whole family assessments to identify risk and need and develop multi-agency, outcome focused family plans in partnership with families and partner agencies and supporting staff with the lead practitioner role in the delivery of these.	CV/SS, I
S8	Experience of providing advice, support, and guidance with regards to SEND to settings, including transitions from home to setting/setting to setting.	CV/SS, I

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S9	Knowledge and understanding of key policy drivers and recent reports addressing early intervention, prevention and SEND with young people and families with multiple needs (e.g. 1001 Critical Days Manifesto, Early Intervention: The Next Steps and Grasping the Nettle and the Munrow Review)	CV/SS, I
S10	Ability to work within a multi-agency team, including reporting, monitoring, and evaluation.	CV/SS, I
S11	Demonstrate a commitment of safeguarding the welfare and safety of children and families at all times.	CV/SS, I
S12	Experience of supporting the monitoring of Performance Management Frameworks to evidence the impact of services and interventions.	CV/SS, I
S13	Experience of evidencing the impact of work with children and families through evaluation to demonstrate improved outcomes for families.	CV/SS, I
S14	Experience of convening and co-ordinating multi-agency meetings to address the needs of children and adults within families.	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
Communication		
C1	Strong motivational, communication and leadership skills.	CV/SS, I
C2	Excellent interpersonal and communication skills and time management.	CV/SS, I
Qualifications		
Q1	Relevant qualification at Graduate Level (Early Years, SEND, Social Work, Teaching) or equivalent experience.	CV/SS, C
Q2	A Portage Qualification (Portage Workshop)	CV/SS, C
Q3	Evidence of continued professional development	CV/SS, C

CV/SS = Curriculum Vitae/Supporting Statement **C** = Certificate **I** = Interview

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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**

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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