**ELSA – Person specification**

## Key characteristics

* Has a warm personality and is able to stay calm under pressure
* Demonstrates good interpersonal skills with children and adults
* Is able to gain the confidence of children who are behave in a challenging way, or who are socially withdrawn
* Enjoys learning and is interested in the psychology of behaviour and emotional wellbeing
* Is able to engage in self-led study as part of the ELSA training programme, and to monitor their development needs after they have completed the training
* Is able to work independently and show initiative
* Has good time management and organisational skills
* Is able to plan programmes of support tailored to the individual needs of pupils
* Is able to work creatively, and in a varied way depending on the needs and interests of the child/young person
* Is able to keep succinct records of involvement
* Is able to ask for help when they need it, and to voice concerns if they arise in relation to a child or young person, or a way of working within the school

## Job description

* Attend the initial ELSA training course and subsequent group supervision sessions led by the Educational Psychologist
* Plan and deliver individualised programmes of support for pupils to develop their emotional literacy, most commonly on:
  + awareness of own and other people’s emotions
  + developmet an increased range of emotional vocabulary
  + management of stress, grief, anger or worry
  + development of social interaction skills
  + development of the ability to initiate and maintain friendships
  + promotion of a realistic self-concept and good self-esteem
* Plan and deliver programmes of support to small groups of pupils to develop social and friendship skills
* Write succinct session plans, and evaluations
* Liaise with teacher and other members of school staff about the needs and progress of pupils receiving support
* Share knowledge and ideas from training and supervision with other staff as appropriate
* Meet regularly with line manager to review ELSA work
* Work within own competencies and level of development, under the guidance of the line manager
* Liaise with parents in line with the school policy