**Person Specification**

To be able to undertake the duties in the job description, applicants should possess the following:

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| **Area to be Demonstrated** | **Essential Requirements**YOU **MUST** DEMONSTRATE THAT YOU MEET THESE REQUIREMENTS | **Desirable Requirements**YOU DO NOT HAVE TO MEET THESE REQUIREMENTS BUT IF YOU DO, PLEASE TELL US | **How Assessed****Application Form or Interview or Both** |
| Knowledge and skills: | • An ability to diffuse conflict • A range of behaviour management strategies • Empathy with young people facing barriers to their learning • The ability to deal with sensitive information in a confidential manner • The capability to remain calm under pressure • The ability to use own initiative and flexibility to cope with the unexpected To undertake PBS training and become a PBS lead for the school. Maintain that all training is updated as required. • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • A good level of English & Maths. • Excellent interpersonal skills both in working relationship with young pupils and in forming effective professional relationships with a wide range of contacts. • Excellent organisational and time management skills. • The ability and willingness to work constructively as part of a team. • The ability to supervise pupils effectively both in and out of school in line with the school’s behaviour policy • Experience of working with children in an educational setting• ICT skills sufficient to perform the role. • Child Protection training, undertaken within the last 2 years.  | * Knowledge & understanding of the National Curriculum, especially the literacy and numeracy strategies

• Extremely competent IT skills to support learning and to demonstrate and use a range of educational software. • Thrive or TIS training (desirable, not essential) • Level 3 work related qualification or higher education qualifications.• GCSE English and Maths (A\*-C) or equivalent (Level 2 Basic Skills Literacy/Numeracy). • The ability to organise the classroom activities e.g. preparing and setting out resources and implementing strategies for behaviour intervention & teaching and learning  |  |
| Experience and Skills | • Experience of working with children and young people in a learning environment. • Awareness and understanding of child protection issues. • Ability to work to deadlines. • Good planning and organisational skills. • Good communication and interpersonal/listening skills. • Good oral and written communication skills in English. • Experience of working with students exhibiting challenging behaviour. • Willingness to promote the schools policies and practices.  | • Ability to recognise the importance of health and safety issues relating to working practices. • Willing to contribute to extracurricular activities. • Experience of working to support young people’s learning• Ability to confidently and competently apply knowledge and skills acquired from training into a practical context.  |  |
| Attitude and Temperament | • Reliability and resilience. • Flexible outlook and interpretation of the needs of the job. • Ability to remain patient and calm in challenging situations. • Ability to build effective working relationships with all learners and colleagues. • Ability to promote a positive ethos and role model positive attributes. • Willingness to participate in relevant training and development opportunities. • Ability to form and maintain appropriate professional relationships and boundaries with colleagues and students. • Professionally discreet and able to respect confidentiality. • Flexible approach to tasks.  | • Ability to work effectively within a team environment, understanding roles and responsibilities. • Firm, sensitive and effective approach towards managing student behaviour. • Confident and able to use own initiative.  |  |
| Appearance and Health | • Smart, well presented and in good general health. • Good attendance and punctuality record.• Set a good example in terms of dress, punctuality and attendance.  |  |  |
| Quality Assurance and standards: | • To support the aims and ethos of the school. • To set a good example in terms of dress, punctuality and attendance. • To be professional when dealing with staff, students, parents and outside agencies. • To be proactive in matters relating to health and safety. • To implement and promote the schools policies and procedures relating to all areas of employment and service delivery.  |  |  |
| Additional Duties | • To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage students to follow this example. |  |  |