| **PERSON SPECIFICATION – BEHAVIOUR SUPPORT OFFICER** |
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| **Area** | **Essential** | **How Assessed** | **Desirable**  |
| **Qualifications** | * Maths or English GCSE level 4 or equivalent qualification
* Level 3 qualification or equivalent
* Evidence of continued professional development
 | Application Form |  |
| **Knowledge/Understanding** | * Understanding a range of pastoral issues
* Knowledge of strategies to develop positive behaviour in students
* Knowledge of strategies to promote student engagement
 | Application/Interview | * Relevant in-service training
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| **Experience** | * Experience of working in a pastoral capacity within a secondary school setting
* Experience in implementing strategies to develop positive behaviours in students
* Experience of working with external agencies
 | Application/Interview/References | * Experience of working in a behaviour support unit environment
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| **Specific Skills (attributes & abilities)** | * The ability to work effectively and stay calm under pressure
* Highly effective written and verbal communication skills
* Deal effectively with complex situations and make informed decisions
* Excellent planning and organisational skills
* Establish priorities in the face of competing demands
* Establish excellent and professional relationships with students, colleagues and parents
 | Application/Interview/References | * Utilising school ICT administration and management systems
* Safeguarding qualification / training
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| **Personal Qualities** | * A commitment to inclusive, secondary education
* High expectations of self and others
* A willingness to be involved in the school’s wider enrichment programme including extra-curricular activities
* A commitment to safeguarding and promoting the welfare of children and young people
 | Interview |  |