**Whickham School**

**Behaviour and Inclusion Support**

**Behaviour Support Officer - Person Specification**

|  | **Minimum Requirements** | **Desirable** | **Essential** | **How identified** |
| --- | --- | --- | --- | --- |
| **Education and Qualifications** | Evidence of study to GCSE level (or equivalent) including level 2 passes at C or above in both English and MathsFurther education professional qualificationsEvidence of professional/administrative qualifications Evidence of study to A Level (or equivalent)Evidence of study at degree level | XXX | XX | Application FormInterview Qualifications |
| **Relevant Experience** | Experience of working directly with young peopleEvidence of work or interest in the development of human potentialEvidence of recent management experience with young peopleAbility to manage systems and procedures Experience of managing a teamExperience of having prepared reports and written documents Evidence of working in a busy demanding environment | XXX | XXXX | Application FormInterviewReferences |
| **Specialist Knowledge** | Ability or potential to use and interpret academic and attendance dataEvidence of data use in previous employmentAwareness of issues which create barriers to learning Ability to manage student behaviour A commitment to teaching and learning in the schoolUnderstand the work of other related agencies  | XXX | XXX | Application FormInterviewReferences |
| **Interpersonal Skills** | Ability to act within a consistent and clear set of valuesAbility to relate to teachers, other professionals, parents and pupils Ability to work as a member of a teamAbility to use initiative and develop new strategiesAbility to remain calm and consistent under pressureAbility to successfully manage othersAbility to work under pressure and meet deadlines Evidence of working within a multi-agency environment | X | XXXXXXX | Application FormInterviewReferences |
| **Other** | A commitment to the school’s ethos.A commitment to professional development and training High, professional standards, including excellent attendance and punctuality Ability to promote the positive ethos of the school. |  | XXXX | Interview References |