**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 Maths  Further education professional qualifications  Evidence of professional/administrative qualifications  Evidence of study to A Level (or equivalent)  Evidence of study at degree level | X  X  X | X  X | Application Form  Interview  Qualifications |
| **Relevant Experience** | Experience of working directly with young people  Evidence of work or interest in the development of human potential  Evidence of recent management experience with young people  Ability to manage systems and procedures  Experience of managing a team  Experience of having prepared reports and written documents  Evidence of working in a busy demanding environment | X  X  X | X  X  X  X | Application Form  Interview  References |
| **Specialist Knowledge** | Ability or potential to use and interpret academic and attendance data  Evidence of data use in previous employment  Awareness of issues which create barriers to learning    Ability to manage student behaviour    A commitment to teaching and learning in the school  Understand the work of other related agencies | X  X  X | X  X  X | Application Form  Interview  References |
| **Interpersonal Skills** | Ability to act within a consistent and clear set of values  Ability to relate to teachers, other professionals, parents and pupils    Ability to work as a member of a team  Ability to use initiative and develop new strategies  Ability to remain calm and consistent under pressure  Ability to successfully manage others  Ability to work under pressure and meet deadlines  Evidence of working within a multi-agency environment | X | X  X  X  X  X  X  X | Application Form  Interview  References |
| **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. |  | X  X  X  X | Interview  References |