

## Person Specification

### Student Behaviour Worker (Grade 7)

	Essential Criteria	Desirable Criteria
<b>Experience</b> (Relevant work and other experience)	<ul style="list-style-type: none"> <li>• Experience of working with young people in an educational setting.</li> <li>• Experience of dealing with students with anxiety and low self -confidence.</li> <li>• Experience of supporting the social, emotional and educational development of young people.</li> <li>• Experience of working with young people who may be vulnerable.</li> </ul>	<ul style="list-style-type: none"> <li>• Qualified Designated Safeguarding Lead.</li> <li>• Experience of working with external agencies that support young people.</li> <li>• Experience of planning and delivering specific interventions on a 1:1 and small group basis.</li> <li>• Experience of working with parents to improve outcomes in school.</li> </ul>
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>• Good standard of general education to GCSE including Maths and English Grade C or above (or equivalent).</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with school, Data management system e.g. SIMS or Go 4 Schools</li> </ul>
<b>Training</b>	<ul style="list-style-type: none"> <li>• Willingness to undertake personal development and training to update knowledge and skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of recent training around promoting positive mental health in schools.</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Ability to stay calm under pressure.</li> <li>• Good organisational skills.</li> <li>• Ability to work on own initiative.</li> <li>• Ability to handle sensitive and confidential issues.</li> <li>• Ability to hold difficult and sensitive conversations with parents / carers and external professionals.</li> <li>• Ability to adhere to procedures.</li> <li>• Ability to work collaboratively with colleagues both within and outside of school.</li> <li>• Able to communicate and develop positive relationships with all types of stakeholder including students, staff and parents.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of Child Protection and Health and Safety procedures.</li> <li>• First Aider.</li> <li>• Experience of supporting teaching and learning at both KS3 and KS4.</li> <li>• Able to deliver guidance to students to help them to guide &amp; prepare them for life beyond school.</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• Commitment to the ethos and vision of the school.</li> <li>• Resilient and flexible in approach.</li> <li>• Initiative and enthusiasm.</li> <li>• Patient and conscientious.</li> <li>• Discrete.</li> <li>• Excellent work ethic.</li> <li>• Good role model.</li> <li>• Ability to be a good ambassador for the school.</li> </ul>	