

Person Specification

Person Specification	Essential	Desirable
Qualifications	Good Standard of Education	Degree or equivalent further education
Working with Children and Young People: Safeguarding	<p>Motivated to work with children and young people to ensure they are successful</p> <p>Commitment to, and belief in, the equal value of all students</p> <p>Ability to form and maintain appropriate relationships and personal boundaries with children and young people</p> <p>Emotional resilience in working with challenging behaviour and attitudes to use of authority and maintaining discipline</p> <p>Ability to raise self-esteem and expectations of children and young people</p>	
Knowledge and Experience	<p>Knowledge and experience of the requirements of safeguarding within schools, including Child Protection</p> <p>Knowledge and experience of school behaviour systems and related government guidance</p> <p>Experience of working with young people aged 11 – 18 Years of age</p> <p>Knowledge of a specific curriculum area e.g. English</p> <p>Knowledge of behaviour management</p>	
Skills	<p>The ability to communicate and liaise effectively and confidently with a wide range of people</p> <p>Unconditional and positive regard for the wellbeing of young people.</p> <p>Commitment to promote the self-esteem of vulnerable young people and support them back into education and work.</p>	Experience of using SIMS (school's information management system)
Personal Qualities	<p>Communication skills to influence, persuade, motivate and engage with a wide range of children, young people and their families</p> <p>Ability to communicate effectively and relate well to other stakeholders</p> <p>Warmth, confidence and empathy informed by a clear sense of purpose in working with children and young people</p> <p>Physical and emotional resilience and reliability under pressure: managing the unexpected!</p> <p>Working part of a team to perform to a high standard</p>	

	<p>Creativity, energy and enthusiasm</p> <p>Efficient and organised: independent and effective in time management, with a strong ability to prioritise</p> <p>A willingness to be flexible and adaptable</p> <p>Good sense of humour</p> <p>A clear ability to work under own initiative and display flexibility</p>	
Additional Requirements	<p>Willingness to contribute to the wider aspects of school life</p> <p>Evidence of commitment to professional development</p>	