**‘SAFER SCHOOL, SAFER CULTURE’**

**Cardinal Heenan Catholic High School**

“RESPECT, BELIEVE, ACHIEVE.”

**PERSONAL SPECIFICATION – BEHAVIOUR SUPPORT WORKER**

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|  | **Essential** | **Desirable** | **Assessed by** |
| **Experience** | * Experience of working within the education sector. * Experience working with families to support young people. * Strong professional development record relevant to the post. * Experience of working with young people who demonstrate challenging behaviour. | * Knowledge of current educational issues and their relationship to the inclusion and behaviour support. * Experience of delivering individual or group based support. * Knowledge of a range of strategies to manage behaviour and the ability to apply these appropriately. * Experience of working in partnership with parents/carers and external agencies regarding behaviour. | Application letter and interview |
| **Qualifications/ Training** | * GCSE or equivalent in Maths and English Grade C or level 4 and above. | * Relevant training linked to SEMH and how this can impact on behaviour. * Training or qualifications linked to Early Help support for families. | Application letter and interview |
| **Knowledge and Understanding** | * To be committed to safeguarding and promoting the welfare of all pupils. * Strategies to manage challenging behaviour in young people. * An awareness of the wide range of issues that young people face today. * An understanding of how data can be used to impact positively on student outcomes. | * Understanding of safeguarding policies and procedures. * Effective strategies for self-evaluation and strategic planning. * To have a working knowledge about SEN provision. * To provide support for parents of children with early signs of social, emotional, mental health or behavioural issues, and work with them, to support young people and help then to re-engage with school and learning. | Application letter, interview and references |
| **Professional Skills** | * The ability to motivate and inspire staff and students. * The ability to think and plan strategically. * The ability to make sound judgements based on objective criteria. * The ability to manage plans to fruition. * The ability to analyse and interpret student data and set challenging targets. * Excellent verbal and written communication skills. * A willingness to challenge under-performance. * ICT competence and capability. | * Excellent communication skills which enable positive resolutions of difficult situations * Experience of restorative practice work. | Application letter, interview and references |
| **Personal Qualities** | * Commitment to students and their progress * Commitment to inclusion * Energy and drive * Share high expectations of achievement, teaching and behaviour * The ability to establish and maintain personal credibility amongst staff, students and parents * Ability to work effectively as part of a team * Ability to motivate and inspire * A decision maker * Self-aware and reflective * Solution focussed * Resilient and adept at managing workload and coping with pressure * An active listener * Good sense of humour * Enjoys working with young people and their families * Loyalty |  | Application letter, interview and references |

**The school is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff, workers and volunteers to share this commitment**