**‘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**