**PERSON SPECIFICATION**

**Job Title: Resilience & Positive Behaviour Mentor (HLTA)**

| **Essential** | **Desirable** |
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|  | **Qualifications**   * Minimum GCSE standard |
| **Experience** |  |
| * Experience of working with children/young people who exhibit SEND/SEMH * Behavioural management skills * Working knowledge of Trauma informed practice * De-escalation/ Physical restraint /Team Teach Training * Working in partnership with parents and carers | * Working with The Thrive Approach |
| **Knowledge** |  |
| * Good understanding of child/young person’s development and learning processes. * Knowledge and understanding of pupils with behavioural needs | * The statutory requirements concerning Safeguarding, SEN, H&S, and Equal Opportunities |
| **Occupational Skills** |  |
| * Good written and verbal communication skills: able to communicate effectively with all children, young people, families and carers * Ability to motivate students * Demonstrable interpersonal skills. * Ability to work successfully in a team. * Able to exercise discretion and judgement * Confidentiality * Ability to work to deadlines and prioritise |  |
| **Other Requirements** |  |
| * To be committed to the school’s policies and ethos * Motivation to work with children and young people * Approachable * Resourceful * Empathetic * Sense of humour | * Emotional resilience in working with challenging behaviours and, attitudes to use authority and maintaining discipline |