**PERSON SPECIFICATION**

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

| **Essential**  | **Desirable**  |
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|  | **Qualifications*** Minimum GCSE standard
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| **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
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| **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
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| **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
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| **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
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