

PERSON SPECIFICATION

<p>Respect kindness Energy Enthusiasm and Passion</p>	<ul style="list-style-type: none"> • Demand the highest quality in all that you do, and in the work of your team • Willing to champion new ideas and think beyond the status quo • Show an ability to think creatively and ‘outside of the box’ in your area of expertise, continually seeking improvements in what you do to make the organisation better • Be open to new ideas and change where it will have a positive impact on the organisation • Show a willingness to embrace different ideas and ways of thinking to improve • Ability to ‘look outside’ – to continually learn about innovations in your field, new ways of doing things, and bring that learning into your work • Commitment to self-development, and developing your wider Team • Ability to self-reflect on yourself, your performance, and to think about how this could be improved further • Ability to encourage ideas from others in order to improve the organisation and build your team’s confidence
<p>Honesty and Integrity</p>	<ul style="list-style-type: none"> • Make decisions that are based on doing the right thing, even when this means that they’re unpopular or will lead to more work • Take responsibility and ownership for your area of work • Have difficult conversations or deliver difficult messages if that’s what’s required to do the right thing by our pupils • Be transparent and open • Be resilient and trustworthy • Stand firm and stay true to our mission
<p>Teamwork Enjoyment And Kindness</p>	<ul style="list-style-type: none"> • Understand how you can have a greater impact as a team than you can as an individual • Understand how you are part of your immediate team but also a much wider organisational team, in working towards our mission • Recognise that everyone is important, and show an ability to build strong working relationships at every level • Recognise and celebrate the success and achievements, no matter how small, of your colleagues • Be generous with sharing your knowledge to help to develop others • Understand and be willing to receive suggestions and input on your area of work from others • Be aware of other peoples’ needs and show an ability to offer genuine support • Show an awareness and respect for peoples’ differences, and recognise how different characteristics and personal strengths build dynamic and great teams

KNOWLEDGE, EXPERIENCE & SKILLS

E = Essential

D = Desirable

		E	D
Organisational Fit	Relentlessly positive	X	
	Doing the Right Thing	X	
	Enjoys working collaboratively as part of a team	X	
Knowledge	Minimum of 5 GCSEs including Maths and English (grade 4-9) or equivalent	X	
	Understanding of the national curriculum especially core subject areas	X	
	Demonstrable understanding of young peoples' social, emotional and educational development needs	X	
	Understanding of 'Early Help' strategy, policies and protocols		X
	Knowledge of safeguarding and child protection issues & procedures	X	
	Knowledge of the issues related to working with children who live in areas of high socio-economic deprivation	X	
	Recent and relevant CPD	X	
	Counselling/mental health/behaviour improvement qualification		X
Experience	Proven record of raising standards and pupil achievement	X	
	Experience of developing effective strategies to overcome barriers to learning	X	
	Experience of supporting students in a school environment	X	
	Experience of working with children or young people who are vulnerable or disaffected	X	
	Experience of supporting the social, emotional and educational development of students	X	
	Experience of dealing with difficult and challenging behaviour	X	
	Experience of working with and preparing documentation for external agencies		X
Skills	Effective behaviour management skills	X	
	Ability to build and maintain effective working relationships with pupils and parents/carers	X	
	Ability to build and maintain effective working relationships with internal colleagues and external agencies	X	
	Ability to communicate effectively with a wide range of stakeholders using a variety of media	X	
	Ability to use ICT equipment and software such as spreadsheets, and other packages effectively	X	
	Ability to deal with sensitive and confidential pupil information in line with GDPR requirements	X	