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|  | **Essential** | **Desirable** |
| Experience and knowledge | * Experience of working in a behaviour and pastoral focused role either in education or another similar setting. * Experience of managing situations that may involve de-escalation. * Proven success working with young people. * Competent use of Microsoft Office software and/or similar tools. * Knowledge of good practice in meeting the needs of young people, particularly those who may be vulnerable and/or exhibit challenging attitudes. | * Experience of working with young people who may find mainstream education challenging. * An understanding of the dynamics of working in a secondary school. |
| Skills and Abilities | * The ability to manage and motivate young people whilst ensuring the behaviour management policy is adhered to. * To be an outstanding role model for children and colleagues. * To embrace the ‘warm strict’ approach to behaviour management. * Confidence to insist on high levels of compliance, but also to have empathy for young people. * Strong professional interpersonal communication skills, and the ability to diffuse potentially confrontational situations. * Tact and diplomacy when working with staff, students, and parents. | * A desire to seek and act on feedback from others. |
| Other factors/ qualities | * Passionate about supporting young people to exceed their potential. * A strong commitment to educational inclusion and diversity. * A positive, solution focused approach. * Discretion. * Excellent timekeeping. * Resilience under pressure. * A calm, team player. |  |