|  |  |  |
| --- | --- | --- |
|  | **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.
 |  |