

### PERSON SPECIFICATION- Behaviour and Welfare Officer

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

<b>Qualifications &amp; Training</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> A good general education with English and Maths to GCSE level or equivalent with evidence of qualifications in these areas	<b>E</b>	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Team Teach or Physical Intervention Training	<b>D</b>	
<input type="checkbox"/> Experience of, or a willingness to be trained in, specialist behaviour strategies	<b>E</b>	
<b>Knowledge &amp; Experience</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Experience of working with young people	<b>E</b>	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Experience of working with young people with identified barriers to learning and engagement	<b>E</b>	
<input type="checkbox"/> Have knowledge and understanding of the different social, cultural and physical needs of young people	<b>E</b>	
<input type="checkbox"/> Experience of working in a school environment	<b>D</b>	
<input type="checkbox"/> Experience of a range of behaviour management strategies	<b>D</b>	
<input type="checkbox"/> Awareness of safeguarding	<b>E</b>	
<input type="checkbox"/> Experience of working with SEMH/SEND students	<b>D</b>	
<b>Skills &amp; Key Criteria</b>	<b>Essential/Desirable</b>	
<input type="checkbox"/> A positive interest in working with young people	<b>E</b>	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Excellent communication and inter-personal skills, including tact and diplomacy	<b>E</b>	
<input type="checkbox"/> Ability to bring out the best in every student	<b>E</b>	
<input type="checkbox"/> Have IT skills	<b>E</b>	
<input type="checkbox"/> Ability to deal with challenging behaviour		

<input type="checkbox"/> Ability to support on behaviour strategies across the school	<b>D</b>	
<input type="checkbox"/> Flexible and innovative with a clear understanding of how young people who are disengaged from education might behave and respond	<b>D</b>	
<input type="checkbox"/> Able to work on own and as part of a team.	<b>E</b>	
<input type="checkbox"/> Ability to build good working relationships with a range of colleagues	<b>E</b>	
<input type="checkbox"/> Good oral and written communication skills	<b>E</b>	
<input type="checkbox"/> Ability to motivate students to engage with their learning	<b>E</b>	
<input type="checkbox"/> Ability to work calmly and with patience	<b>E</b>	
<input type="checkbox"/> Productive and shows initiative	<b>E</b>	
<input type="checkbox"/> Able to contribute to student monitoring, assessment and feedback	<b>E</b>	
<input type="checkbox"/> Desire to be involved in professional development and attend courses/training	<b>E</b>	
<b>Personal Attributes</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> A supportive and co-operative team member	<b>E</b>	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Genuine concern for the welfare of staff and students	<b>E</b>	
<input type="checkbox"/> Confident and self motivated	<b>E</b>	
<input type="checkbox"/> Desire to work at The Beacon of Light School	<b>E</b>	
<input type="checkbox"/> Have a positive attitude and a good sense of humour	<b>E</b>	
<input type="checkbox"/> Able to work under pressure	<b>E</b>	
<input type="checkbox"/> Willing to accept the demands and challenges of the post and respond in a positive manner	<b>E</b>	
<input type="checkbox"/> High standards and expectations of self and others	<b>E</b>	
<input type="checkbox"/> A strong sense of professionalism, commitment to upholding standards and setting an appropriate example	<b>E</b>	
<input type="checkbox"/> Sensitive to the needs of students and their parents/care	<b>E</b>	
<input type="checkbox"/> High level of integrity, confidentiality and honesty	<b>E</b>	
<input type="checkbox"/> Proactive approach	<b>E</b>	
<input type="checkbox"/> A commitment to safeguarding and promoting the welfare of children and young people	<b>E</b>	
<input type="checkbox"/> Prepared to work flexibly to meet work requirements, this may include evenings	<b>E</b>	

<b>Equal Opportunities</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Candidates should indicate an acceptance of, and a commitment to, the principles of the Academy's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	<b>E</b>	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Commitment to equal opportunities policies relating to gender, race and disability in an educational context	<b>E</b>	
<b>Safeguarding</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Commitment to the protection and safeguarding of children and young people	<b>E</b>	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Has up to date knowledge of relevant legislation and guidance in relation to working with young people	<b>D</b>	