

## Person Specification – Welfare and Behaviour Support

# Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

# Essential

|  |  |
| --- | --- |
| 1 | Experience of working with children or young people |
| 2 | Good understanding and knowledge of strategies to overcome barriers to learning for young people. |
| 3 | Demonstrable knowledge of relevant legislation relating to child protection. |
| 4 | Good understanding of child development and learning processes. |
| 5 | Experience of working successfully with families, multi-agency groups, partners or external stakeholders. |
| 6 | Ability to work effectively with minimal supervision on own initiative and as a member of a team. |
| 7 | Understanding of the range of roles and responsibilities of primary school staff |
| 8 | Effective written communication skills. |
| 9 | Effective organisational skills. |
| 10 | Excellent ICT skills and ability to use them effectively to support learning. |
| 11 | Committed to achieving further professional development. |

# Desirable

|  |  |
| --- | --- |
| 13 | Experience working with children with social, emotional or behavioural difficulties. |
| 14 | Proven experience working successfully in a pastoral role in secondary school. |
| 15 | Experience using/implementing behaviour management strategies. |

# Part B: Assessment Stage

Items 1, 2, 3, 4, 5, 6, 7 and 9 of the above criteria will be further explored at the assessment stage in addition to the criteria listed below:

# Essential

|  |  |
| --- | --- |
| 1 | Effective oral communication and presentation skills. |
| 2 | Ability to persuade, influence and gain co-operation. |
| 3 | Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including:   * + - motivation to work with children and young people     - ability to form and maintain appropriate relationships and personal boundaries with children and young people     - emotional resilience in working with challenging behaviours     - attitude to use of authority and maintaining discipline. |
| 4 | No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post. |
| 5 | Willing to take part in out-of-hours activities. |

The following methods of assessment will be used:

|  |  |  |  |
| --- | --- | --- | --- |
| **Method** |  | **Method** |  |
| Interview | Yes | Task | Yes |
| Structured discussion with pupils | No | Presentation | Yes |

**Part C: Additional Requirements**

The following criteria must be judged as satisfactory when pre-employment checks are completed:

|  |  |
| --- | --- |
| 1 | Enhanced Certificate of Disclosure from the Disclosure and Barring Service |
| 2 | Additional criminal record checks if applicant has lived outside the UK |
| 3 | List 99 and/or POCA List (residential establishments only) check |
| 4 | Medical clearance |
| 5 | Two references from current and previous employers (or education establishment if applicant not in employment) |