**Person Specification – Behaviour Support Advisor**

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| **Criteria** | **Essential** | **Desirable** |
| Qualifications | * NVQ level 3 or above in relevant qualification * Good standard of literacy and numeracy | * An appropriate qualification for the role |
| Knowledge and Experience | * Knowledge of positive approaches to behaviour management * Knowledge of positive approaches to attitudes to learning * Experience with students presenting challenging behaviour * Experience of working in a school environment | * Experience of working in a Catholic school environment * Experience of advising staff/parents/carers on behaviour management techniques * Experience of engaging successfully with a wide range of external agencies * Awareness of the importance of support for students with Special Educational Needs |
| Professional Skills | * Evidence of an understanding and commitment to Equal Opportunities and an understanding of its effective operation within a school. * Demonstrate good analytical skills in order to use information effectively to improve outcomes for all students. * Ability to act a role model and actively promote positive learning behaviours and behaviour management strategies * High level of ICT skills * Excellent organisational skills * Ability to be innovative to inspire and enthuse students | * Develop, implement and maintain systems to improve student and parental engagement in academy life |
| Personal Qualities | * Sympathetic to the ethos of a Catholic school * Flexibility and being open to new ideas * Good interpersonal skills and the ability to work as a member of a team. * Ability to develop and maintain good relations with all members of the school community and to work co-operatively with staff from a range of agencies as required * Ability to communicate clearly and concisely both orally and in writing and to produce information in an organised manner * Ability to remain calm under pressure | * Practising Catholic |