**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
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| 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
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| 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
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| 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
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