***PERSON SPECIFICATION***

***POST: STUDENT SUPPORT OFFICER***

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| ***CHARACTERISTICS*** | ***ESSENTIAL*** | ***DESIRABLE*** | ***EVIDENCE*** |
| ***ETHOS*** | * Strong commitment to the Christian ethos of the school | * Committed Christian | * Application * Reference * Interview |
| ***QUALIFICATIONS*** | * Have a good general education and relevant experience | * Other relevant training and qualifications | * Application * Original certificates |
| ***EXPERIENCE AND PERSONAL ATTRIBUTES*** | * Experience of working with young people * Be able to establish a rapport with young people * Demonstrate awareness and sensitivity with regard to equal opportunities and race equality * Well organised * Calm and ordered * Ability to remain calm in situations of high tension * A good understanding of how children develop * Knowledge of behaviour management theories and techniques * Demonstrate experience of, or an ability to work on own initiative * Ability to deliver and control individual and group work of challenging students * Ability to de-escalate students | * Experience and understanding of safeguarding priorities * Experience of working with and engaging parents | * Application * Reference * Interview |
| ***SPECIAL APPITUDES*** | * Good ICT skills * Good record keeping skills * An ability to communicate effectively orally and in writing |  | * Application * Reference |
| ***HEALTH, ATTENDANCE AND RELIABILITY*** | * Good attendance and reliability * Professional dress * Professional commitment * Good timekeeping |  | * Reference |

jmb/PersonspecStudentSupportOfficerJan19

13 December 2018