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| **THE BISHOP OF WINCHESTER ACADEMY**  **Person Specification- Leaders of Learning Character** |
| **Ethos** |
| *Essential*   * Support the sponsors’ vision, Christian Ethos and values that are embedded in the day-to-day and long-term running of the academy. * Each post holder must share the commitment of the sponsors’ principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope. * All academy post-holders are expected to contribute to the development of young people and the community. |
| **Education, Training and Qualifications** |
| *Essential*   * Good numeracy/literacy/ICT skills * Maths and/or English Grades GCSE A-C |
| **Skills and Abilities** |
| *Essential*   * Ability to work successfully with pupils with challenging behaviour * Ability to work constructively as part of a team * Ability to communicate at all levels i.e. Staff, pupils, home and professionals. * Flexible and able to respond quickly to new situations.   *Desirable*   * Able to recognise own training needs and willing to undergo relevant training * Ability to support families and carers of pupils with challenging behaviours |
| **Specialist Knowledge** |
| *Essential*   * Understanding of relevant policies/codes of practice and awareness of relevant legislation * Understanding of behavioural strategies * Basic understanding of child development and learning * Working with or caring for children of relevant age * General understanding of national/foundation stage curriculum and other basic learning programmes/strategies   *Desirable*   * Understanding classroom roles and responsibilities and your own position within these. * Experience in group work * Understanding of Child Protection and the new SEND Code of Practice |
| **Experience** |
| *Essential*   * Training in or experience of working with young people with behavioural difficulties   *Desirable*   * Training in the relevant learning strategies * Experience in pastoral care |
| **Other** |
| *Essential*   * Fully committed to all Academy Policies. |