**Person Specification – Post of Patrol Officer / School Staff Instructor (SSI)**

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| **Category** | **Essential** | **Desirable** |
| **Qualification and Training** | * 5 GCSE Grades A – C including English and Maths or equivalent
* Sound knowledge of military background
* SNCO (Senior Non Commissioned Officer) with military background
 | * Safeguarding training
* Training pertaining to Special Educational Needs
* Training in Restorative approaches
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| **Experience / Knowledge** | * Experience of working with young people
* Knowledge of a range of strategies to establish a purposeful learning environment and to promote good behaviour
* Knowledge of the key factors that affect the way pupils learn
* Knowledge of the key factors that affect the way students behave
* Knowledge of the impact behaviour has on learning
 | * Specialist knowledge and experience e.g. in behaviour management, pastoral care, special educational needs
* Experience of working with diverse communities
* Range qualified
* Adventurous Training Qualification
* Worked with Cadets/Young people
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| **Expertise** | * Ability to monitor students’ responses to learning and modify approach accordingly
* Proficient use of Microsoft Office and Outlook packages
* Proven ability of communicating accurately and effectively both orally and in writing
* Ability to organise own workload and to meet deadlines
* Able to influence the development of best practice through discussion and modelling behaviours
* Proven ability of interpreting monitoring criteria effectively and use findings to lead development of new initiatives and activities
 | * Experience of using Microsoft Office and Outlook packages and skills of analysis
* Experience of working with children or young people in a school environment
* Knowledge of counselling or mentoring
* Experience of behaviour modification small group work
* Knowledge of Restorative Justice approaches
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| **Personal Attributes** | * Accurate with an eye for detail
* Being very well organised
* Self-disciplined and efficient, with a flexible and proactive nature
* Pride in work
* Hard working
* Solid team working skills
* Ability to work with minimum supervision
* Enjoy working with young people
* Solution orientated and resilient
* Flexible approach to people and situations
* Calm under pressure/resilient
* Customer-focussed approach
* Confidential and discreet
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