**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 |
| **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 |
| **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 |
| **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 |  |