

Person Specification

Student Welfare and Behaviour Assistant (Grade 7)

	Essential Criteria	Desirable Criteria
Experience (Relevant work and other experience)	<ul style="list-style-type: none"> • Experience of working with young people in an educational setting. • Experience of dealing with students with anxiety and low self-confidence. • Experience of supporting the social, emotional and educational development of young people. • Experience of working with young people who may be vulnerable. 	<ul style="list-style-type: none"> • Qualified Designated Safeguarding Lead. • Experience of working with external agencies that support young people. • Experience of planning and delivering specific interventions on a 1:1 and small group basis. • Experience of working with parents to improve outcomes in school.
Education & Qualifications	<ul style="list-style-type: none"> • Good standard of general education to GCSE including Maths and English Grade C or above (or equivalent). 	<ul style="list-style-type: none"> • Experience of working with school, Data management system e.g. SIMS or Go 4 Schools
Training	<ul style="list-style-type: none"> • Willingness to undertake personal development and training to update knowledge and skills. 	<ul style="list-style-type: none"> • Evidence of recent training around promoting positive mental health in schools.
Skills	<ul style="list-style-type: none"> • Ability to stay calm under pressure. • Good organisational skills. • Ability to work on own initiative. • Ability to handle sensitive and confidential issues. • Ability to hold difficult and sensitive conversations with parents / carers and external professionals. • Ability to adhere to procedures. • Ability to work collaboratively with colleagues both within and outside of school. • Able to communicate and develop positive relationships with all types of stakeholder including students, staff and parents. 	<ul style="list-style-type: none"> • Knowledge of Child Protection and Health and Safety procedures. • First Aider. • Experience of supporting teaching and learning at both KS3 and KS4. • Able to deliver guidance to students to help them to guide & prepare them for life beyond school.
Personal qualities	<ul style="list-style-type: none"> • Commitment to the ethos and vision of the school. • Resilient and flexible in approach. • Initiative and enthusiasm. • Patient and conscientious. • Discrete. • Excellent work ethic. • Good role model. • Ability to be a good ambassador for the school. 	