**Behaviour Manager**

**Person Specification**

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| **Qualifications** | Educated to a high standard with equivalent of GCSE Grade C in English and Maths.    Recent relevant professional learning and development. | First aid at work qualification or willingness to undergo first aid training.  Completion of or working towards additional professional qualifications relevant to this post. |
| **Experience** | Working effectively to support pupils with evidence of high expectations that inspire, motivate and support pupils.  Working with pupils and families to raise standards of personal development, behaviour, welfare.  Proven ability and experience to manage pupil behaviour effectively to foster a safe, engaging, enjoyable and outstanding climate for learning.  Experience dealing with aspects of emotional intelligence including: emotional awareness, self-esteem, anger management, social and friendship skills, social communication difficulties, loss, bereavement and family break up or a willingness to undertake training to develop these further. | Awareness of importance of raising standards of attendance and punctuality  Understanding of impact working with outside agencies. |
| **Knowledge & Skills** | Knowledge, understanding and experience of the diverse range of barriers to learning including how they may be identified and addressed.  Ability to lead, motivate and develop effective team working across school and other partners.  Effective use of ICT and technology.  Ability to work constructively as part of the pastoral team.  Knowledge and understanding of safeguarding issues, procedures and protocols. | Training in relevant strategies for engaging students and working with families. |
| **Personal Attributes** | Commitment to Academy vision and collective responsibility.  Caring and empathetic.  Flexibility to cope with diverse needs of the post.  Resilience to work under pressure.  Patience.  Positive, personable and optimistic.  High level of commitment and attendance in current role.  Ability to reflect on performance.  Trustworthy, organised and reliable. | Curious and enquiring and keen to learn from education research. |