

**PERSON SPECIFICATION**

**Job Role: Behaviour and Welfare Lead**  
**School: Sprowston Community Academy**

	<b>Essential</b>	<b>Desirable</b>	<b>How Measured During Recruitment and Selection Progress</b>
<b>Education/Training Qualifications</b>	Good standard of education to include GCSE Maths and English at level 4/C or equivalent	<ul style="list-style-type: none"> <li>• Designated Safeguarding Lead training</li> <li>• Relevant behaviour/classroom management training</li> </ul>	Application Interview
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working with students of a relevant age in a school or similar organisation</li> <li>• Experience of working with hard to reach students and families</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of leading small groups of students within academic/pastoral intervention settings</li> <li>• Experience of managing students in a behaviour setting or internal exclusion room</li> <li>• Experience of inter-agency work</li> </ul>	Application Task References
<b>Knowledge &amp; Skills</b>	<ul style="list-style-type: none"> <li>• Knowledge of the range and type of interventions available and be able to apply these appropriately</li> <li>• Knowledge of current educational and social issues that impact young people</li> <li>• Ability to analyse academic and behaviour data</li> <li>• Ability to work independently and as part of a team</li> <li>• Ability to manage challenging situations</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of relevant legislation</li> <li>• Knowledge of impact of behaviour management strategies within a school setting</li> </ul>	Application Interview References

<b>Personal Qualities</b>	<ul style="list-style-type: none"><li>• Good communication and interpersonal skills</li><li>• Able to build positive working relationships with young people</li><li>• Calm under pressure</li><li>• Able to prioritise tasks and work to clear deadlines</li></ul>		Interview DBS check Application References
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