



Person Specification

Essential:

- Strong presence and authority with the ability to uphold high expectations consistently and fairly.
- Experience working with young people, ideally in a secondary school setting.
- Calm, resilient, and solution-focused under pressure.
- Excellent communication and interpersonal skills.
- Competent in using digital systems for record keeping and reporting.
- Organised and proactive in managing resources and routines.
- Understanding of behaviour management strategies aligned with a warm/strict approach.

Desirable:

- Experience in a behaviour support or pastoral role.
- Knowledge of restorative practices or trauma-informed approaches.