

Restorative Practice Manager - Person Specification

You should be able to demonstrate that you meet the following criteria:

E = Essential
D = Desirable

Measured by:

A. Application Form
C. Interview

B. Test / Exercise
D. References

Experience/Knowledge		
E	Experienced/knowledgeable behaviour support worker who can build strong relationships with the pupils and keep them engaged with their learning	AC
E	Experience in varied methods of restorative practice	AC
E	Recent successful experience of supporting students overcome a range of personal barriers to achieve academic success	AC
E	Experience providing behavioural / pastoral support	AC
E	Understanding of children's emotional and educational needs.	ABC
E	Recent, relevant experience in a school environment	AC
E	Evidence of working with young people effectively	AC
E	Successful contributions to team work	AC
E	Knowledge, understanding and commitment to equality, diversity and inclusion informed by practical experience and application	AC
E	Knowledge, understanding and commitment to safeguarding and promoting the welfare of students	AC
Skills, Attributes and Abilities		
E	Ability to work collaboratively with teachers and others	A
E	Ability to effectively support and work with parents/carers	D
E	Good all round ICT skills	A
E	Be resilient, reliable, in good health, and possess a sense of humour	A
E	Ability to use behaviour data to support and improve attitudes to learning	
E	Good working knowledge of behaviour modification approaches and their application in a school setting	CD ACD
E	Possess strong interpersonal skills and be able to work effectively as part of a team with the ability to communicate effectively with pupils and adults	ACD
E	Good written communication skills	
E	Good organisation and time management skills	ACD
E	To promote equality, diversity and inclusion and demonstrate this within the role.	ACD
E	Ability to form and maintain appropriate relationships and personal boundaries with students	ACD
Training		
E	A willingness to develop professionally through training	AC
General		
E	Respectful towards all students, with total belief in their entitlement to a high quality education, whatever their circumstances and ability	AC
E	Committed to raising standards of achievement through high quality classroom practice	C
E	Committed to the principles of the Academy programme	AC
E	Possess personal integrity, warmth and a willingness to grow and learn	C
E	Commitment to the education of the 'whole child,' i.e. social, emotional and citizenship development	C C

E	• Enhanced DBS Check	C
E	• A willingness to carry out all duties within the role to the best of your ability	D
E	• Adopting a co-operative approach to the vision of the academy	A C

*WRA Trust is committed to safeguarding and promoting the welfare of children and young people and ensuring that safer recruiting procedures are in place. **All appointments are subject to an enhanced DBS Disclosure.***