

**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**

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

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.***