

## Person Specification - Behaviour Support Manager

**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		
<b>E</b>	<ul style="list-style-type: none"> <li>Experienced/knowledgeable behaviour support worker who can build strong relationships with the pupils and keep them engaged with their learning</li> </ul>	<b>A C</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Recent successful experience of supporting students overcome a range of personal barriers to achieve academic success</li> </ul>	<b>A C</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Experience providing behavioural / pastoral support</li> </ul>	<b>A C</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Understanding of children's emotional and educational needs.</li> </ul>	<b>A B C</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Recent, relevant experience in a school environment</li> </ul>	<b>A C</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Evidence of working with young people effectively</li> </ul>	<b>A C</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Successful contributions to team work</li> </ul>	<b>A C</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Knowledge, understanding and commitment to equality, diversity and inclusion informed by practical experience and application</li> </ul>	<b>A C</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Knowledge, understanding and commitment to safeguarding and promoting the welfare of students</li> </ul>	<b>A C</b>
Skills, Attributes and Abilities		
<b>E</b>	<ul style="list-style-type: none"> <li>Ability to work collaboratively with teachers and others</li> </ul>	<b>A</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Ability to effectively support and work with parents/carers</li> </ul>	<b>D</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Good all round ICT skills</li> </ul>	<b>A</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Be resilient, reliable, in good health, and possess a sense of humour</li> </ul>	<b>A</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Ability to use behaviour data to support and improve attitudes to learning</li> </ul>	<b>C D</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Good working knowledge of behaviour modification approaches and their application in a school setting</li> </ul>	<b>A C D</b>
<b>E</b>	<ul style="list-style-type: none"> <li>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</li> </ul>	<b>A C D</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Good written communication skills</li> </ul>	<b>A C D</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Good organisation and time management skills</li> </ul>	<b>A C D</b>
<b>E</b>	<ul style="list-style-type: none"> <li>To promote equality, diversity and inclusion and demonstrate this within the role.</li> </ul>	<b>A C D</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Ability to form and maintain appropriate relationships and personal boundaries with students</li> </ul>	<b>A C D</b>
General		
<b>E</b>	<ul style="list-style-type: none"> <li>Respectful towards all students, with total belief in their entitlement to a high quality education, whatever their circumstances and ability</li> </ul>	<b>A C</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Committed to raising standards of achievement through high quality classroom practice</li> </ul>	<b>C</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Committed to the principles of the Academy programme</li> </ul>	<b>A C</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Possess personal integrity, warmth and a willingness to grow and learn</li> </ul>	<b>C</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Commitment to the education of the 'whole child,' i.e. social, emotional and citizenship development</li> </ul>	<b>C</b>
<b>E</b>	<ul style="list-style-type: none"> <li>Enhanced DBS Check</li> </ul>	<b>C</b>