

**PERSON SPECIFICATION – Behaviour Manager, Washington Academy**

<b>Experience</b>	<b>Essential/ Desirable</b>	<b>Measured/Assessed Through</b>		
Experience of working with young people in a Secondary school learning environment.	E	App	Ref	Int
Experience of work within environments such as referral units or alternative provisions.	D	App	Ref	Int
Experience in working with students with behaviour and or social emotional needs.	E	App	Ref	Int
Experience of delivering alternative curriculum programmes to students to complement the core curriculum within school.	E	App	Ref	Int
Experience of delivering successful extra-curricular programmes to engage those students experiencing significant barriers to learning.	E	App	Ref	Int
Experience of Restorative Justice techniques including delivery with staff and students.	E	App	Ref	Int
Experience of working with outside agencies in order to liaise positively with parents and all relevant parties.	E	App	Ref	Int
Experience of developing positive partnerships with parents/carers leading to improved outcomes for students.	E	App	Ref	Int

<b>Skills &amp; Abilities</b>	<b>Essential/ Desirable</b>	<b>Measured/Assessed Through</b>		
Ability to establish good professional relationships with colleagues at all levels.	E	App	Ref	Int
Ability to work using own initiative in responding to challenging situations, remaining calm and resolving problems.	E	App	Ref	Int
A high level of organisational skills enabling the setting up and monitoring of effective procedures to support vulnerable students to achieve their potential.	E	App	Ref	Int
Ability to use data and strategic information to raise student attainment.	E	App	Ref	Int
Confident use of ICT, including classroom technologies.	E	App	Ref	Int
Willingness to take responsibility.	E	App	Ref	Int
In possession of excellent written, verbal and non-verbal communication skills.	E	App	Ref	Int
Established a firm understanding of Safeguarding and Child Protection.	E	App	Ref	Int

<b>Knowledge &amp; Understanding</b>	<b>Essential/ Desirable</b>	<b>Measured/Assessed Through</b>		
Outstanding knowledge and understanding of the range of complex needs experienced by pupils who find it challenging to access the normal school curriculum.	E	App	Ref	Int
Understanding of the EHCP process and the implementation of the student targets which an EHCP contains.	D	App	Ref	Int

Understanding of an effective learning environment.	E	App	Ref	Int
Understanding of the variety of ways that students can learn.	E	App	Ref	Int
Knowledge of the range and type of interventions available and be able to apply these appropriately in the context of the School's resources and the individual child.	E	App	Ref	Int

<b>Qualifications</b>	<b>Essential/ Desirable</b>	<b>Measured/Assessed Through</b>		
Qualified Teacher Status.	D	App	Ref	Int
Relevant training / qualifications in promoting positive student behaviour.	E	App	Ref	Int
Relevant training / qualifications within the areas of supporting students with their social and or emotional wellbeing.	E	App	Ref	Int