



PLYMSTOCK SCHOOL
Person Specification – Behaviour Support Assistant



Category	Essential	Desirable
Experience	<ul style="list-style-type: none"> ◆ Substantial experience in either employment or leisure pursuits indicating successful relationships with children and young people in the age range 11-18 years. ◆ Ability to support challenging behaviour ◆ Experience of using computer software packages Microsoft Office or equivalent. 	<ul style="list-style-type: none"> ◆ An awareness of health and safety issues within a school and/or learning environment. ◆ Previous experience of working within a school environment.
Job Related Abilities	<ul style="list-style-type: none"> ◆ Good ICT skills. ◆ Good organisational skills. ◆ Ability to work within a team and on own initiative. ◆ Seek guidance from line manager and other senior colleagues as appropriate ◆ Ability to work within school policies and procedures with an awareness of equal opportunities. ◆ Good report writing skills. ◆ Excellent communication and interpersonal skills. ◆ Ability to engage with challenging students and act as a role model. ◆ Ability to work under pressure and to deadlines ◆ Willingness to learn and undertake professional development as required. 	<ul style="list-style-type: none"> ◆ Ability to communicate with a range of stakeholders, using persuasion and negotiation to create engagement. ◆ Knowledge of targeted and specialist intervention strategies with individuals/groups.
Personal Qualities	<ul style="list-style-type: none"> ◆ Clear empathy and understanding of student's needs ◆ A proven ability to empathise and relate positively to students ◆ A calm, warm and kind manner with a sense of humour ◆ Be proactive and positive 	<ul style="list-style-type: none"> ◆ Understanding of the issues related to the motivation, behaviours and attitudes of young people.
Qualifications	<ul style="list-style-type: none"> ◆ GCSE in English and Mathematics grade A*-C or equivalent. 	<ul style="list-style-type: none"> ◆ Current First Aid Certificate.

