



Person Specification – Behaviour Support Officer

Qualifications and Experience <i>Evidenced through: Application</i>	Essential	Desirable
GCSE or equivalent level, including at least a Grade C in English and Maths	✓	
Experience of working with children of relevant age, dealing with difficult situations relating to poor behaviour	✓	
Experience of assessing pupils' needs		
Experience of coaching and advising staff on suitable behaviour interventions		✓
Experience of delivering programmes with pupils with challenging behaviour, including one-to-one, small group and whole-class activities		✓
Appropriate in-service training and CPD		✓

Skills and knowledge <i>Evidenced through: Application/Interview/References</i>	Essential	Desirable
Strong listening skills and proven ability to deal sensitive situations with integrity	✓	
Proven ability to communication effectively with adults and children, including through written and verbal communication	✓	
Proven ability to create good relationships with pupils, staff and parents	✓	
A well-developed understanding of strategies to manage and support young people with challenging behaviour in a school environment	✓	
Proven ability to tailor interventions to individual pupils	✓	
Proven ability to be flexible to changing workload demands and new challenges	✓	
Excellent understanding of safeguarding policies and procedures and their role in child protection	✓	
Knowledge and understanding of the trigger points that lead to poor behaviour		✓
Ability to review policies and procedures		✓
Ability to use IT systems and to conduct analysis and produce reports		✓



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Personal Qualities	Essential	Desirable
<i>Evidenced through: Application/Interview/References</i>		
The ability to converse at ease with members of the public and provide advice and information in accurate spoken English	✓	
A Well-developed sense of empathy	✓	
Organised, proactive and self-motivated	✓	
Good time management skills	✓	
Commitment to upholding and promoting the ethos and values of the school	✓	
Full commitment towards equal opportunities and inclusion	✓	
Ability to work under pressure and prioritise effectively	✓	
Commitment to safeguarding, equality, diversity and inclusion	✓	
Commitment to maintaining confidentiality at all times	✓	