



PERSON SPECIFICATION

SCHOOL: Colonel Frank Seely Academy

POST TITLE: Behaviour Support Assistant (Temporary – 1 year Contract)

DATE: November 2017

CATEGORY/ITEM	Essential	Desirable	Evidence
Experience <ul style="list-style-type: none"> Experience in an educational setting, working directly with children and young people. Experience in dealing with the complex needs of young people. Familiarity with Microsoft Office software (Word, Excel, etc.) and with email and internet. Experience of SIMS programs. Drafting letters, reports, minutes of meetings, clearly, concisely and in appropriate styles. Fact finding, research and report writing. 	✓ ✓ ✓ ✓ ✓	✓	Application Form Interview References
Personal Qualities <ul style="list-style-type: none"> Proven interpersonal and communication skills to deal effectively with staff, pupils, parents, governors and outside agencies. Calm, caring and supportive approach to children and adults. Mature approach to emotionally demanding work Proven self-motivation and ability to work on own initiative. Positive, enthusiastic and energetic personality. Have a flexible approach to working hours and content of work. Willingness to accept responsibility. Calmness in responding to emergencies and the unexpected. 	✓ ✓ ✓ ✓ ✓ ✓ ✓		Application Form Interview References
Education and Training <ul style="list-style-type: none"> Good standards of literacy and numeracy (GCSE / Level 2 or equivalent). Commitment to undertake further training e.g. MAPA (Management of Actual or Potential Aggression), ICT, Health and Safety, Safeguarding courses. 	✓ ✓		Application Form Interview References



Skills/Aptitudes <ul style="list-style-type: none"> • Excellent all round communication skills with adults and children and ability to demonstrate tact and sensitivity. • Ability to identify need for action and act calmly in responding to emergencies and the unexpected. • Proven ability to prioritise tasks, manage time effectively, work on own initiative and meet deadlines. • Ability to work as part of a team and contribute to the overall success of the team. • Ability to maintain confidentiality. 	√ √ √ √ √		Application Form Interview References
Specific Requirements <ul style="list-style-type: none"> • Ability to drive and with access to own transport (travelling expenses may be claimed) • Ability to work in line with the ethos, culture, overall aims and policies of the Academy. • Ability to work flexibly and undertake other duties when required to support the need of students Understanding of statutory requirements including Safeguarding, Child Protection, Equal Opportunities, Inclusion and Health and Safety. • Excellent attendance record. 	√ √ √ √		Application Form Interview References References
Suitability to work with children and young people <ul style="list-style-type: none"> • Be willing to undergo and Enhanced DBS check. 	√		Application Form Interview
Equal Opportunities <ul style="list-style-type: none"> • Must have an understanding of equal opportunities and a commitment to the Academy's Policy. 	√		Application Form Interview