



Person Specification

JOB TITLE:	Behaviour Support Manager – Abbey Provision
STATUS:	Current

CRITERIA	Essential/ Desirable	Application	Tasks	Interview	Vetting Checks
Knowledge and qualifications					
1. Good general level of qualification to GCSE level or equivalent, including English and Maths	E	✓			✓
2. Other relevant qualifications	D	✓			✓
Experience					
3. Working with a range of vulnerable pupils within a school setting	E	✓		✓	
4. Building relationships with Parents/Carers/Families to identify barriers to learning	E	✓	✓	✓	
5. Experience and knowledge of issues affecting pupils and young people and how to offer supportive assistance	E	✓		✓	
6. Evidence of successfully leading a Team or School based initiative	D	✓		✓	
7. Assessing SEND	D	✓			
Skills and competencies					
8. Knowledge of de-escalation strategies and managing conflict	E	✓	✓	✓	
9. To be able to support pupils with their emotional well-being and develop programmes of work that will support self-esteem and confidence.	E	✓	✓	✓	
10. To be able to support academic progress through ensuring work is appropriate and relevant. Knowledge of strategies to engage and motivate pupils.	E	✓		✓	

11. Ability to use ICT and data to support review	E	✓	✓		
12. Knowledge of policies and procedures in relation to: Safeguarding Confidentiality Behaviour management	E	✓		✓	
13. Calm and professional approach to dealing with unexpected challenges and issues	E	✓		✓	
14. Excellent communication skills	E	✓		✓	
15. Able to work on own initiative and as part of a team	E	✓		✓	
16. Able to relate well to young people and their families	E	✓		✓	
17. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline	E	✓		✓	
18. Excellent organisational skills and is able to prioritise	E	✓		✓	
19. Show and promote positive attitudes, values and behaviour to support the ethos of the school	E	✓		✓	
20. SEND Assessments including Boxall Profiling	D	✓		✓	
Other					
1. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role	E	✓			
2. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role	E	✓			
3. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible	E	✓			