



### Person Specification

<b>JOB TITLE:</b>	<b>Behavior Support Manager – Abbey Provision</b>
<b>DATE:</b>	<b>November 2023</b>
<b>STATUS:</b>	<b>Final</b>

Criteria	Essential/ Desirable	Application	Tasks	Interview	Vetting Checks
<b>Knowledge and qualifications</b>					
1. Good general level of qualification to GCSE level or equivalent, including English and Maths	E	✓			✓
2. Other relevant qualification to the role	D	✓			✓
3. Knowledge of de-escalation strategies and managing conflict	E		✓	✓	
4. Knowledge of policies and procedures in relation to: Safeguarding Confidentiality Behaviour management	E	✓		✓	
<b>Experience</b>					
5. Working with a range of vulnerable pupils within a school setting	E	✓		✓	
6. Building relationships with Parents/Carers/Families to identify barriers to learning	E	✓		✓	
7. Experience and knowledge of issues affecting pupils and young people and how to offer supportive assistance	E	✓		✓	
8. Evidence of successfully leading a Team or School based initiative	D	✓			

9. Assessing SEND	D	✓			
<b>Skills and competencies</b>					
10. Be able to support pupils with their emotional well-being and develop programmes of work that will support self-esteem and confidence.	E	✓		✓	
11. Be able to support academic progress through ensuring work is appropriate and relevant. Knowledge of strategies to engage and motivate pupils.	E	✓		✓	
12. Ability to use ICT and data to support review	E	✓		✓	
13. Calm and professional approach to dealing with unexpected challenges and issues	E	✓		✓	
14. Excellent communication and organisational skills with ability to prioritise	E	✓		✓	
15. Able to work on own initiative and as part of a team	E	✓		✓	
16. 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	✓		✓	
<b>Other</b>					
17. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role	E	✓			✓
18. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role	E				✓
19. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible	E	✓	✓	✓	