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| **Person Specification for HLTA Behaviour Lead,**   |  |  | | --- | --- | | **Experience** | * Successful experience of improving behaviour through behaviour management strategies including de-escalation techniques and Team Teach. * Successful experience of working in partnership with parents/carers and other agencies to achieve best outcomes for young people. * Ability to demonstrate knowledge and experience of a range of additional educational needs that affect behaviour and ability to implement interventions that have impact. * Proven commitment to raising the attainment and self-esteem of vulnerable students. * Experience of providing data to improve behaviour and safety within an educational setting. | | **Qualifications or Training:** | * Demonstrable levels of Numeracy and literacy equivalent to GCSE (A-C) * Hold NVQ Level 2 or other equivalent recognised qualification. * National Professional Qualification for Leading Behaviour & Culture (NPQLBC) or completion within the first year. * Willingness to undertake additional training and staff development * Administration of medication in schools accreditation or completion within the first year. | | **Practical Skills** | * Knowledge and understanding of effective behaviour management techniques. * Understanding the importance of effective data gathering on vulnerable learners. * Be hard working and conscientious setting a good example to all. * Ability to work with children who have challenging behaviours * Good organisational skills * Strong interpersonal skills and ability to communicate effectively both orally and in writing * Ability to relate well and communicate effectively with children and adults * Ability to work constructively as a team, understanding classroom roles and responsibility and your own position within these * Philosophy focused on achieving the very best outcomes for vulnerable learners. * Commitment to inclusive practice * An understanding of the barriers to achievement including social, emotional and behavioural difficulties and disengagement. * Have high expectations of self, learners and staff and a commitment to raising standards of achievement and attainment * Ability to deal with highly sensitive information in a confidential manner * Capacity to work flexibly and adapt to the changing needs of the Link School. * Evaluate their performance and be committed to improving their practice through appropriate professional development. * To have a working awareness of current safeguarding procedures. | | |
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