

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **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.
 |

 |
|  |  |
|  |  |
|  |  |