BEHAVIOUR MANAGER – PERSON SPECIFICATION

Attributes	Essential	Desirable	Essential criteria evidenced by – AF (Application Form); T (Test); I (Interview); R (References)
Education, Training and Qualifications ***(evidence of qualifications will be required at interview)***	E1 - Have a minimum of 5 GCSE's Grade C or above or equivalent (must include English and Maths).	D1 - Have a qualification in counselling. D2 - Have a First Aid qualification.	**AF**
Experience	E2 - Recently working with vulnerable young people in an educational setting and of relevant age. E3 – Supporting pupils with challenging behaviour. E4 - Delivering behaviour support packages. E5 - Administrative work.	D3 - Working with young people in a multi-cultural education setting. D4 - Working with BESD pupils. D5 - One to one mentoring.	**AF/Interview/ References**
Knowledge, Skills and Abilities	E6 - The ability to communicate and operate at a high level of understanding and competence. E7 - The ability to relate well to children. E8 - The ability to use a wide range of behaviour management strategies in order to address the needs of individual pupil behaviour. E9 - The ability to work effectively with other staff. E10 - The ability to work independently and flexibly. E11 - Well-developed emotional intelligence skills. E12 - The ability to identify potential barriers to learning and to devise strategies to enable pupils to overcome these barriers. E13 - Knowledge of safeguarding procedures. E14 - Clear understanding and knowledge of the concept of confidentiality. E15 - Excellent time management skills. E16 - Excellent organisation and problem-solving skills. E17 - Excellent numeracy, literacy and ICT skills.	D6 - Clear understanding of social inclusion issues in a multi-cultural educational setting.	**AF/Interview/ References/Test**

Personal Qualities	E18 - Self-motivated and confident. E19 - Ability to work calmly under pressure whilst maintaining efficiency. E20 - A positive demeanour with a good sense of humour. E21 - Reliable, conscientious and hard working. E22 - High levels of drive, energy and integrity. E23 - Willingness to be flexible on working hours at times, according to the needs of the school. E24 - High expectations of self and professional standards. E25 - Willingness to go the 'extra mile'. E26 - Discretion and sensitivity. E27 - Professionally assertive and clear thinking.		**AF/Interview/ References**
Other	E28 - Satisfactory attendance record/commitment to sustained and regular attendance at work. E29 - Have a passionate belief in our schools' mission statement. E30 - Committed to promoting high-quality care of students and implementing plans which allow students to reach their potential. E31 - Be someone who will show initiative and enthusiasm to be involved in all aspects of school life. E32 -Dedicated to promoting their professional development and achieving desired qualifications. E33 - An understanding of the diverse demands of working in a multi-cultural environment. E34 - A commitment to equal opportunities and empowering others. E35 - To work within school policies and procedures. E36 -To contribute to the provision of an effective environment for learning. E37 - To positively promote the school to support the marketing strategy. E38 – To take care of their own and others health and safety. E39 - Commitment to safeguarding and protecting the welfare of children and young people.		**AF/Interview/ References**