



Solihull Academy

Person Specification – Behaviour Assistant (The Key)

	Essential	Desirable	Methods of Assessment
Qualifications	- Good levels of competency in literacy & numeracy - A minimum of 5 GCSE's (or equivalent) to include English & Maths at Grade C	- Evidence of Further Education such as A Levels - Level 2 Teaching Assistant Qualifications or Supporting Teaching & Learning in School Certificate (Level 2)	- Application - Qualifications
Experience	- Experience of supporting individual/groups of children - Experience of using interpersonal skills to work through difficult situation - Experience of working in a learning environment such as a learning centre or school/college	- Experience of ICT packages i.e. Word, PowerPoint, SIMS - Experience of supporting pupils' mental health	- Application - References - Interview
Knowledge	- Knowledge of Behaviour strategies and strategies to support children in the classroom - Knowledge of KS3 and/or KS4 curriculums	An understanding of the challenges faced by children with recognised difficulties such as Autism, Asperger's, ADHD, Dyslexia etc.	- Application - References - Interview
Skills	- Accurate and fluent written communication skills - Ability to orally communicate effectively with a range of audiences - Ability to engage and motivate pupils - Effective time management skills which allow students to complete set activities at an appropriate pace - Ability to deploy behaviour management strategies effectively	Awareness of the SEND Code of Practice	- Application - References - Interview
Other	- Commitment to inclusion - To undergo an enhanced DBS check - Full Driving Licence		Interview