

Person Specification: Behaviour Intervention Leader

	Essential	Desirable	Source
Knowledge, Skills and Experience			
Understands the statutory requirements of legislation concerning Safeguarding, including Child Protection, Equal Opportunities, Health & Safety and SEN	✓		A I
Understands the SEN Code of Conduct and its practical application	✓		A I
Previous experience of working in a secondary school setting	✓		A I R
Previous experience of working with children with additional needs or relationship seeking behaviour	✓		A I R
Knowledge / experience of inter-agency work	✓		A I R
Proficient computer skills, Microsoft packages	✓		A I
Strongly developed organisational skills	✓		I R
Ability to use data to drive improvement		✓	A I
Ability to think on feet, work on own initiative and find solutions to problems	✓		A I R
Good interpersonal skills with strong two - way communication	✓		I R
Ability to prioritise own work to meet deadlines and ensure most effective use of time	✓		I R
Ability to work as a member of a team and be accountable	✓		A I R
Ability to handle conflict and change with optimism and resilience	✓		A I R
Ability to make a positive contribution to the wider life and ethos of the school	✓		A I
Personal qualities, values and attributes			
Promote an ethos and culture that supports the school's Relationships & Behaviour/SEND policy, promoting good outcomes for students with additional barriers	✓		A I
Desire to work with pupils with challenging and sometimes aggressive behaviour	✓		A I
Demands ambitious standards for all students; belief in the potential of everyone to learn and develop	✓		A I
Values all children equally	✓		I
Conducts oneself with humour, diplomacy and integrity	✓		I
Motivation to work in a school with children and young people	✓		A I
Commitment to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment	✓		A I

A = Application, I = Interview, R = References

Subject / post specific requirements			
	4 or 5 GCSEs at grades 9 to 4 (A* to C), or equivalent, including English and Maths	✓	A
	Further qualifications in a relevant field e.g. Social work, teaching, Pastoral work, classroom support	✓	A
	Willingness to take part in appropriate training and personal and professional development, so that practice is kept up to date and effective by reflecting on own practice.	✓	A I
	Ability and willingness to work and travel across different schools on different days of the week	✓	A I
	Committed to respecting, upholding and contributing to the Trust's distinctive ethos as a Catholic Trust	✓	A I R
	High standards of professionalism and confidentiality. Values the dignity of every person and is committed to treating everyone with respect.	✓	A I R