

The  
**Heath School**  
**Person Specification**  
**Behaviour Intervention Manager**

Essential	Desirable	Evidence
<p style="text-align: center;"><b>Qualifications and experience:</b></p> <ul style="list-style-type: none"> <li>• Experience of working with children/young people in a supervisory capacity.</li> <li>• Experience of working with external agencies and other professionals.</li> <li>• Management experience</li> </ul>	<p style="text-align: center;"><b>Qualifications and experience:</b></p> <ul style="list-style-type: none"> <li>• Educated to degree level or equivalent or working towards.</li> <li>• A qualification related to supervising and/or directing pupil activity, and mentoring.</li> <li>• Management experience of working in a school or similar establishment.</li> <li>• A first aid qualification.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Letter of application</li> <li>• References</li> <li>• Interviews</li> <li>• Certificate/s (to be available at interview)</li> </ul>
<p style="text-align: center;"><b>Knowledge and skills:</b></p> <ul style="list-style-type: none"> <li>• Ability to build and form good relationships with students, parents/carers and colleagues.</li> <li>• Good verbal and written communication skills appropriate to the need to communicate effectively with colleagues, students, parents/carers and other professionals.</li> <li>• Excellent literacy and numeracy skills, including report writing and maintaining accurate records.</li> <li>• Ability to work constructively as part of a team, understanding school roles and responsibilities including own.</li> <li>• Working knowledge of behaviour management strategies.</li> <li>• Ability to use ICT packages and equipment effectively.</li> <li>• Knowledge of Safeguarding and Child Protection procedures</li> </ul>	<p style="text-align: center;"><b>Knowledge and skills:</b></p> <ul style="list-style-type: none"> <li>• Working knowledge of planning and delivery of relevant learning activities.</li> <li>• Working knowledge of relevant policies, procedures, codes of practice, and awareness of relevant legislation.</li> <li>• Ability to get the best out of students, helping all to reach their academic potential</li> <li>• Good behaviour management strategies with the ability to disseminate good practice</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Letter of application</li> <li>• References</li> <li>• Interviews</li> </ul>

*The Heath is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.*

Essential	Desirable	Evidence
<p><b>Personal qualities:</b></p> <ul style="list-style-type: none"> <li>• Able to appropriately deal with confidential information/situations.</li> <li>• Excellent communication skills.</li> <li>• Able to analyse problems and devise creative solutions.</li> <li>• Able to empathise in a non-judgemental way.</li> <li>• Able to follow direction from line manager.</li> <li>• Able to prioritise one's own work even when under pressure.</li> <li>• Able to work flexibly to meet deadlines and respond to unplanned situations.</li> <li>• Able to motivate and relate to young people, and act as a role model.</li> <li>• Able to facilitate one-to-one and group work with students.</li> <li>• Efficient and meticulous in organisation and time management.</li> <li>• Desire to enhance and develop skills and knowledge through CPD.</li> <li>• Commitment to the highest standards of child protection and safeguarding.</li> <li>• Recognition of the importance of personal responsibility for health and safety.</li> <li>• Commitment to the school's ethos, aims and its whole community.</li> </ul>	<p><b>Personal qualities:</b></p> <ul style="list-style-type: none"> <li>• Emotional resilience in working with challenging behaviours and situations with students and staff</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Letter of application</li> <li>• References</li> <li>• Interviews</li> </ul>

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