**Sir John Hunt Community Sports College**

**Behaviour Manager**

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| **Selection Criteria** | **Essential****(E)****Desirable****(D)** | **Evidence (Ev)****Application Form (A)****Application Letter (L)****Interview Process (I)****Reference (R)** |
| **Qualifications*** 5 GCSEs at Grade C or above or equivalent including Maths and English (or equivalent i.e. O’Level, CSE Grade 1)
* Appropriate Level 3 qualifications
* Degree level qualification or equivalent
 | EED | AAA |
| **Experience*** Experience of working with students in a learning environment
* Successful experience of working with secondary age students
* Two years or more experience of working with young people
* Experience of working with parents/carers or adults in educational or community settings
* Experience of working with young people whose learning may have been impeded due to a range of circumstances
 | EDDDD | L/I/RL/I/RL/I/RL/I/RL/I/R |
| **Knowledge & Understanding*** Knowledge and experience of working with SEND students
* Understanding of principles of learning processes and in particular barriers to learning
* Ability to teach social, emotional and behavioural skills
* Good understanding of inclusion
* Good understanding of differentiation
 | DDDEE | L/I/RL/I/RL/I/RL/I/RL/I/R |
| **Skills*** Excellent interpersonal and communication skills and the ability to form strong relationships with students and staff
* Ability to liaise with outside agencies
* Ability to remain calm in situations of high tension
* Ability to manage own workload and work on own initiative
* Good organising, planning and prioritising skills
* Methodical with good attention to detail
* Good ICT skills
* Determination and resilience to embrace new developments to raise student attainment
* Ability to learn from experience
* Ability to raise student aspirations
 | EEEEEEEDEE | I/RA/L/RL/I/RL/I/RL/I/RL/I/RL/I/RL/I/RL/I/R L/I/R |
| **Personal Attributes*** An aptitude for motivating young people
* Good cooperative, interpersonal and listening skills
* Evidence of being pro-active and of showing initiative
* Ability to work constructively as part of a team
* Personal integrity
* Reliability
* Openness, good humour, patience, enthusiasm and a sense of proportion
* Good health, attendance and punctuality
* Proactively seeks opportunities to increase job knowledge and understanding
* Values the diversity of individuals, adaptable approach to meet individual needs and effectively utilises the diversity of team members
* Works with others to resolve differences of opinion and resolve conflict
* Requires minimum supervision
* Takes responsibility for own and team actions
* Identifies and overcomes barriers and manage risks
* Takes quick and effective action
* Demonstrates focused implementation of role and responsibilities
 | EEEEEEEEEEEEEE | L/I/RL/II/RIA/RRI/RL/I/RL/I/RL/I/RL/I/R L/I/RL/I/R L/I/R |