**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 | E  E  D | A  A  A |
| **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 | E  D  D  D  D | L/I/R  L/I/R  L/I/R  L/I/R  L/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 | D  D  D  E  E | L/I/R  L/I/R  L/I/R  L/I/R  L/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 | E  E  E  E  E  E  E  D  E  E | I/R  A/L/R  L/I/R  L/I/R  L/I/R  L/I/R  L/I/R  L/I/R  L/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 | E  E  E  E  E  E  E  E  E  E  E  E  E  E | L/I/R  L/I  I/R  I  A/R  R  I/R  L/I/R  L/I/R  L/I/R  L/I/R  L/I/R  L/I/R  L/I/R |