



## PERSON SPECIFICATION

**JOB TITLE: BEHAVIOUR MANAGER**

**GRADE: 5**

*Note to Applicant: In your application, you should provide evidence of meeting all points on the person specification.*

Criteria	Knowledge and Skills	Essential or Desirable (E or D)	Assessment Methods
<b>Qualifications, Education and Training</b>	<ul style="list-style-type: none"> <li>5 GCSEs or equivalent, including Maths and English</li> <li>Evidence of continual professional development</li> </ul>	<ul style="list-style-type: none"> <li>E</li> <li>E</li> </ul>	<ul style="list-style-type: none"> <li>A &amp; I</li> <li>A &amp; I</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Working co-operatively as part of a team</li> <li>Experience of working with young people on an individual and group basis in supporting their learning and development</li> <li>Proven track record of working with disaffected young people</li> <li>Up to date with current practice relevant to the role, e.g. safeguarding legislation and practices associated with this</li> </ul>	<ul style="list-style-type: none"> <li>E</li> <li>E</li> <li>E</li> <li>E</li> </ul>	<ul style="list-style-type: none"> <li>A &amp; I</li> <li>A &amp; I</li> <li>A &amp; I</li> <li>A &amp; I</li> </ul>
<b>Skills/Abilities</b>	<ul style="list-style-type: none"> <li>Ability to engage constructively with and relate to a wide range of young people</li> <li>Ability to work effectively with and command the confidence of teaching staff and senior leadership team of the school</li> <li>Ability to identify potential barriers to learning and jointly engage in strategies to overcome these barriers</li> <li>Excellent verbal and written communication skills</li> <li>Proficiency in the use of ICT packages</li> <li>The ability to produce detailed, concise and evaluative reports</li> <li>Be able to play a full part in the life of our school community, to support our distinctive mission and ethos and to encourage staff and students to follow this example.</li> <li>Share our school's attitude to the use of authority and maintaining discipline</li> <li>An understanding of the needs of our students</li> <li>An appropriate range of personal qualities eg determination, patience and flexibility</li> <li>Be resilient to the demands of the job</li> <li>Able to work under pressure</li> <li>Share our school's commitment to equal opportunity</li> </ul>	<ul style="list-style-type: none"> <li>E</li> </ul>	<ul style="list-style-type: none"> <li>A, I &amp; O</li> <li>A &amp; I</li> </ul>
<b>Personal style and behaviours</b>	<ul style="list-style-type: none"> <li>Develop good relationships with others by behaving with integrity, treating people with respect and leading by example</li> <li>Reliable, approachable and non-judgemental</li> </ul>	<ul style="list-style-type: none"> <li>E</li> <li>E</li> </ul>	<ul style="list-style-type: none"> <li>A &amp; I</li> <li>A &amp; I</li> </ul>

Criteria	Knowledge and Skills	Essential or Desirable (E or D)	Assessment Methods
	<ul style="list-style-type: none"> <li>• Able to encourage positive traits / behaviours</li> <li>• Able to challenge negative behaviours and assumptions</li> <li>• Able to handle sensitive information and maintain confidentiality</li> <li>• Able to work with individuals and small groups of students</li> <li>• Demonstrate a commitment to and enthusiasm for the post</li> </ul>	<ul style="list-style-type: none"> <li>• E</li> <li>• E</li> <li>• E</li>   <li>• E</li> <li>• E</li> </ul>	<ul style="list-style-type: none"> <li>• A &amp; I</li> <li>• A &amp; I</li> <li>• A &amp; I</li>   <li>• A &amp; I</li> <li>• A &amp; I</li> </ul>
<b>Commitment</b>	<ul style="list-style-type: none"> <li>• Share our school's commitment to safeguarding and promoting the welfare of children and young people. This includes the ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Share our school's commitment to equal opportunity</li> </ul>	<ul style="list-style-type: none"> <li>• E</li>     <li>• E</li> </ul>	<ul style="list-style-type: none"> <li>• A &amp; I</li>     <li>• A &amp; I</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• An enhanced DBS check is required for this post</li> </ul>	<ul style="list-style-type: none"> <li>• E</li> </ul>	