Stratford-upon-Avon School
Person Specification for the post of Behaviour Support Assistant November 2026

Please read this Person Specification carefully as it will be used to assess candidates as part of the short list and selection process. The recruiting team will be looking for candidates who most closely match the following:

	Essential	Desirable	Evidence base
Qualifications	A good general education, including GCSE Mathematics and English at grade C or above (or equivalent)	Further qualification relating to the post e.g. child development, psychology, restorative practice, management Further education to at least A level or equivalent.	Application form.
Skills and Experience	Experience with building positive and trusting relationships with young people Working successfully with challenging and demotivated students to reengage them in learning Experience of developing systems to encourage a positive attitude to learning An ability to engage appropriately with young people Working with a range of colleagues, parents and agencies to secure best outcomes for students Working effectively in a team Good IT skills	Worked with external agencies. Experience of working through restorative processes . Analytical experience using data to identify patterns of behaviour and de Experience of developing and implementing effective administration systems.	Application, references and selection process.
Key competencies and aptitudes	An interest in education and the development of young people. A commitment to raising aspirations and standards in others and their environment. Outstanding interpersonal skills. High level of emotional intelligence and resilience. A positive, proactive, fair and measured approach to solving problems. Drive and determination. Ability to deal with challenging behaviour using a range of strategies to tackle these situations Ability to communicate effectively to individuals and small groups both verbally and in writing. Able to develop effective and sustained relationships with students, parents and colleagues from across the school. Ability to plan own workload so that deadlines are regularly met. Ability to identify priorities when asked to do a number of tasks at one time.	Ability to motivate others Supporting young people of secondary age and supporting their learning and behaviour (not necessarily in a classroom situation). Ability to consider a situation from a number of angles to help identify the best solution for all parties involved. Ability to influence others through calm and well-reasoned discussion.	Application, references and selection process.
Professional development	A willingness to attend training for specific aspects of the job and for generic school-based development.	Prior experience of putting skills acquired through training into practice. A positive approach to personal development and training	Application, references and selection process.
Other information	Displays commitment to the protection and safeguarding of children and young people Share the ethos of the School and Department. Post subject to Enhanced DBS	Willingness to co-ordinate and take part in whole school activities.	Application, references and selection process.

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