

Person Specification for Behaviour Support Manager – Abbey Provision

St. Hild's is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and visitors to share this commitment.

| Criteria | Essential | Desirable |
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| Experience | <p>Working with a range of vulnerable pupils within a school setting</p> <p>Building relationships with Parents/Carers/Families to identify barriers to learning</p> <p>Experience and knowledge of issues affecting pupils and young people and how to offer supportive assistance</p> | <p>Evidence of successfully leading a Team or School based initiative</p> <p>Assessing SEND</p> |
| Qualifications | <p>Good general level of qualification to GCSE level or equivalent, including English and Maths</p> | <p>Other relevant qualifications</p> |
| Knowledge and Skills | <p>Knowledge of de-escalation strategies and managing conflict</p> <p>To be able to support pupils with their emotional well-being and develop programmes of work that will support self-esteem and confidence.</p> <p>To be able to support academic progress through ensuring work is appropriate and relevant. Knowledge of strategies to engage and motivate pupils.</p> <p>Ability to use ICT and data to support review</p> <p>Knowledge of policies and procedures in relation to: Safeguarding Confidentiality Behaviour management</p> | <p>SEND Assessments including Boxall Profiling</p> |
| Personal Attributes | <p>Calm and professional approach to dealing with unexpected challenges and issues</p> <p>Excellent communication skills</p> <p>Able to work on own initiative and as part of a team</p> <p>Able to relate well to young people and their families</p> <p>Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children</p> | |

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| | <p>and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline</p> <p>Excellent organisational skills and is able to prioritise</p> <p>Reflective</p> <p>Show and promote positive attitudes, values and behaviour to support the ethos of the school</p> | |
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