



**PERSONAL SPECIFICATION**  
**BEHAVIOUR SUPPORT WORKER**

**ESSENTIAL REQUIREMENTS:** It is essential that the Candidate should be able to demonstrate the following criteria for the post within the context of the specific role duties and responsibilities: Candidates will only be shortlisted for interview if they can demonstrate on the application form that they meet all the essential requirements

**DESIRABLE REQUIREMENTS:** It is essential that the Candidate should be able to demonstrate the following criteria for the post within the context of the specific role duties and responsibilities: Candidates will only be shortlisted for interview if they can demonstrate on the application form that they meet all the essential requirements

Method of Assessment will be through one or more of the following Application Form (AF), Test (T), Interview (I), Reference (R), and Certificate (C).

Qualifications & Knowledge Required	Essential	Desirable	Mode of Assessment
Maths and English Grades GCSE A-C or CSE level 1	E		AF / C
NVQ 2 for Teaching Assistants or appropriate level of experience of operating in the classroom environment		D	AF / C
Understanding of relevant polices/codes of practice and awareness of relevant legislation	E		AF / I
Good understanding of child development and learning and statutory frameworks for teaching	E		AF / I
Working with or caring for children across the primary age range	E		AF / I / R
Experience of working with pupils with SEMH and additional challenging behavioural needs	E		AF / I / R
General understanding of the National Curriculum / Early Years Foundation Stage Curriculum		D	AF / T / I
Skills Required	Essential	Desirable	Mode of Assessment
Ability to remain calm and show resilience in challenging and/or stressful situations	E		AF / I / R
Ability to work successfully with pupils with challenging behaviour	E		AF / I / R
Ability to relate well to children and adults	E		AF / T / R
Ability to work constructively as part of a team	E		AF / R



Ability to use specialist programs and equipment.	E		AF / T
Effective use of IT based assessment programs (e.g. CPOMS)	E		AF
Ability to support families and carers with pupils challenging behaviour	E		AF / T
<b>Experience Required</b>	<b>Essential</b>	<b>Desirable</b>	<b>Mode of Assessment</b>
Understanding classroom roles and responsibilities and your own position within these.	E		AF / I
Experience of working with pupils at all stages of primary education.		D	AF / R
Team Teach trained (or a willingness to undertake on taking up the role)	E		AF / C
First Aid qualification (or a willingness to undertake on taking up the role)	E		AF / C
Experience of working in partnership with external agencies		D	AF
Experience of working in close partnership with parents and carers	E		AF / R
Experience of dealing in matters relating to child protection		D	AF
Experience of working directly with children with challenging behaviours	E		AF
<b>Behavioural &amp; other Characteristics required</b>	<b>Essential</b>	<b>Desirable</b>	<b>Mode of Assessment</b>
Committed to continuous improvement.	E		AF / R
Ability to understand and observe the School and Leeds City Council's Equal Opportunities Policy.	E		AF
To carry out all duties having regard to an employee's responsibility under the School and Leeds City Council's Health & Safety Policies.	E		AF / I
Able to recognise own training needs and willing to undergo relevant training	E		AF
Ability to support families and carers with pupils challenging behaviour	E		AF / I
Ability to organise and motivate a team.	E		AF / T
A flexible approach to working	E		AF / I