 **150 Eccles Old Road, Salford M6 8AA** **Telephone**: 0161 921 1900

 E-mail: allhallows@salford.gov.uk Website: www.allhallowssalford.com

 **Headteacher: Mrs E. Walker**

**PERSON SPECIFICATION**

**Post Title:** Behaviour Support Worker

**Qualifications & Experience**

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| * Must be numerate and literate (minimum GCSE Maths, Science & English Grades A\* - C)
 | E |
| * Good standard of education to A Level (or equivalent)
 | D |
| * Educated to degree level
 | D |
| * Experience of successful working with young people aged 11 to 16 years and their parents/carers in a similar pastoral capacity
 | D |
| * Experience of working in a school
 | D |
| * Experience of working with young people to produce positive outcomes
 | D |
| * Experience of multi-agency working
 | D |

**Skills and Abilities**

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| * Ability to work in a fast-paced environment, responding effectively to changing demands and circumstances
* Effective time-managements skills
* Ability to support students and manage challenging behaviour constructively and consistently using a range of strategies
* Ability to communicate with and motivate young people
* Ability to take a restorative approach to conflict
* Providing a safe environment to ensure the physical and psychological safety of the students
* A commitment to the holistic development of students - specifically the character development of students
* A willingness to contribute to the enrichment activities, the community work of All Hallows.
* Ability to react and de-escalate difficult situations
* Knowledge and understanding of national education priorities/developments
* Ability to use IT for communication, record keeping and data analysis
* Ability to make sound decisions, identify and solve problems and seize opportunities
* Well-developed interpersonal and communication skills (including written, oral and presentation skills)
* Positive disposition towards inclusion of all students including those with learning difficulties in mainstream learning and education
* Ability to confidently meet with parents, develop good relationships and resolve issues
* Ability to relate well to a range of staff, students and parents/carers
* Able to build strong relationships with key people in relevant organisations
* Ability to work independently and as part of an effective team
* Ability to carry out verbal and written instructions
* Commitment to equal opportunities
* Ability to prioritise effectively, use initiative and common sense
* Appropriate attitude to authority
* Emotional resilience and positive attitude
* Commitment to the school ethos and aims
* Deep understanding and commitment to the safeguarding of children
* Flexible approach to working hours
* Accurate and fluent spoken English
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