

**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**

|  |  |
| --- | --- |
| * 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**

|  |  |
| --- | --- |
| * 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 | **E**  **E**  **E**  **E**  **E**  **E**  **E**  **D**  **D**  **D**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E** |