



Co-op Academy
Southfield

Person Specification – Behaviour Support Assistant – Level 3

Attributes	Essential	Desirable
Experience	<ul style="list-style-type: none"> Recent relevant experience of working with young people who exhibit a range of special educational needs Safeguarding of children, with understanding of Every Child Matters Experience of working within a secondary school setting 	<ul style="list-style-type: none"> Experience of independently planning, delivering, monitoring and evaluating intervention lessons to small groups of students Experience of working with young people with challenging behaviours Team Teach
Qualifications	<ul style="list-style-type: none"> GCSE English and Maths or equivalent e.g. Adult Literacy/Numeracy at level 2 NVQ Level 3 for Teaching Assistants or equivalent qualification or experience 	<ul style="list-style-type: none"> Social work, youth work, counselling, teaching or mentoring qualification and or experience.
Special Knowledge	<ul style="list-style-type: none"> Understand issues relating to behaviour and strategies to manage behaviours Good understanding of de-escalation techniques Understanding of principles of child development and learning processes and in particular, barriers to learning Can use ICT effectively to support learning 	<ul style="list-style-type: none"> Awareness of relevant policies/codes of practice and legislation Knowledge and application of behaviour specific strategies Knowledge of separation anxiety and attachment disorders Knowledge of curriculum, assessment and school systems
Disposition and Attitude	<ul style="list-style-type: none"> Demonstrate excellent co-operative, interpersonal and listening skills Ability to motivate and encourage Ability to remain calm under pressure Ability to work proactively and independently 	
Physical and Sensory	<ul style="list-style-type: none"> Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act 	