

Great Academy Ashton
Person Specification – Behaviour Lead

Person Specification	Assessment Key A = Application Form I = Interview
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Education and Qualification	Essential	Desirable	Assessment
Good educational background including GCSE or equivalent in English and Maths	X		A
Evidence of continuing personal and professional development	X		A

Experience	Essential	Desirable	Assessment
Previous experience of working with young people in an advisory capacity	X		A/I
Experience of working within the educational system		X	A/I
An enthusiasm for supportive pastoral care	X		A/I
Able to motivate children and set high standards	X		A/I
Experience and commitment to effective behaviour management, setting the highest standards and expectations.	X		A/I

Knowledge and Understanding	Essential	Desirable	Assessment
Working knowledge of a range of software packages	X		A/I
Knowledge of confidentiality	X		I
Awareness of Child Protection and Safeguarding	X		I
Awareness of a Trauma Informed approach		X	I
High level of verbal communication, including group and one-to-one delivery.	X		I

Skills and abilities	Essential	Desirable	Assessment
High level of personal organisation skills	X		I
Able to deal with challenging situations in a calm and professional manner	X		I
Ability to contribute to team meetings and contribute ideas	X		I
Respond to any questions from students and provide support and guidance.	X		A
Report, as appropriate using the school's agreed referral procedures, on the behaviour of students during the class and on any problems arising	X		I
Willing to undergo continual professional training	X		A
Discrete and experience of handling confidential data.	X		A/I
Able to promote diversity and equality of opportunity.	X		A/I
Ability to work flexibly and adapt to meet the changing demands and circumstances.	X		A/I
High personal standards in terms of attendance, punctuality and organising workload	X		I
Positive and enthusiastic approach towards work	X		I
Ability to act on own initiative	X		I
Professional approach when dealing with all issues and staff	X		I

Other duties	Essential	Desirable	Assessment
Demonstrate commitment to all members of the Academy community.	X		A/I
Robust approach to conflicting and heavy demands.	X		A/I
Convey personal enthusiasm and commitment.	X		I
Commitment to extension and enrichment activities.		X	A/I
Commitment to own CPD.	X		A/I
Commitment to Trust and Academy Policies and Procedures including those related to Health and Safety, Equality and Diversity and Safeguarding.	X		I
Commitment to fully understand and implement all of the roles and responsibilities in relation to Safeguarding Children and Young People.	X		A/I

For Information:

Category E: Refers to Essential Requirements without which the candidate would be unable to carry out the duties of the post.

Category D: Refers to Desirable Features which would normally enable the successful candidate to perform the duties and tasks better and more efficiently than one who did not have the qualifications, training, experience etc.