Enhanced Behaviour Support Assistant Person Specification

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		Essential	Desirable	Evidence
Experience	 Experience of working with young people/children. 	✓		Application form/ References/Interview
	 Experience of working in a 			Application form/
	school environment.		✓	References/Interview
	Experience of using SIMS		✓	Application form
	Experience of dealing with	✓		Application form/
	young people/children who can			References/Interview
0 110 11	display challenging behaviour			A 1' ('
Qualifications	Minimum of 5 GCSEs A* - C or	✓		Application
	equivalent including maths &			form/Certificates
	English.Relevant NVQ 3 qualification		✓	Application form/
	Relevant NVQ 3 qualificationDegree in National Curriculum		✓	Certificates
	subject.			Continuated
	First aid certificate		✓	Certificate
Knowledge /Skills	Can use ICT effectively to	√		Application form/
Talowicage / Olalio	support learning and for			References/Interview
	administrative purposes.			
	Ability to relate well to children	✓		Application form/
	and adults.			References/Interview
	High expectations with regard to	✓		Application form/
	standards and behaviour.			References/Interview
	 Good understanding of child 	✓		Application form/
	development and learning			References/Interview
	processes.			Application form/
	Understanding of statutory		✓	Application form/ References/Interview
	frameworks relating to teaching.		,	Application form/
	Working knowledge of national		✓	References/Interview
	curriculum.			Application form/
	Good organisational skills.	✓		References/Interview
	 Commitment to safeguarding and promoting the welfare of 			Enhanced DBS check
	children.	√		
Personal	Ability to work independently	✓		Application form/
Qualities	and as part of a team	√		References/Interview
	Excellent communication and interportant leville.	,		Application form/ References/Interview
	interpersonal skillsFlexibility and adaptability in	✓		Application form/
	Flexibility and adaptability in order to be able to mix and work			References/Interview
	with a wide range of people.			1 (O) O) O) (O) (O) (O) (O) (O) (O) (O) (
	 Caring attitude towards pupils 			Application form/
	and parents	✓		References/Interview
	 Evidence of being able to build 			Application form/
	and sustain effective working	~		References/Interview
	relationships with both adults			Application form/
	and children.			References/Interview
	Tactful, discreet & patient	/		Application form/
	Enthusiastic & self-motivated	, ,		References/Interview
	Able to use own initiative	✓		Application form/ References/Interview
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