## RRYH

## **Behaviour Support Assistant Person Specification**

		Essential	Desirable	Evidence
Experience	<ul> <li>Experience of working with young people/children.</li> <li>Experience of working in a school environment.</li> <li>Experience of using SIMS</li> <li>Experience of dealing with young people/children who can display challenging behaviour</li> </ul>	✓ ✓	<b>✓ ✓</b>	Application form/ References/Interview Application form/ References/Interview Application form Application form/ References/Interview
Qualifications	<ul> <li>Minimum of 5 GCSEs A* - C or equivalent including maths &amp; English.</li> <li>Relevant NVQ 3 qualification</li> <li>First aid certificate</li> </ul>	<b>V</b>	<b>√</b> ✓	Application form/Certificates  Application form/ Certificates
Knowledge /Skills	<ul> <li>Can use ICT effectively to support learning and for administrative purposes.</li> <li>Ability to relate well to children and adults.</li> <li>High expectations with regard to standards and behaviour.</li> <li>Good understanding of child development and learning processes.</li> <li>Working knowledge of national curriculum.</li> <li>Good organisational skills.</li> <li>Commitment to safeguarding and promoting the welfare of children.</li> </ul>	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	✓	Application form/ References/Interview  Application form/ References/Interview Application form/ References/Interview Application form/ References/Interview  Application form/ References/Interview Application form/ References/Interview Application form/ References/Interview Application form/ References/Interview Application form/ References/Interview Enhanced DBS check
Personal Qualities	<ul> <li>Ability to work independently and as part of a team</li> <li>Excellent communication and interpersonal skills</li> <li>Flexibility and adaptability in order to be able to mix and work with a wide range of people.</li> <li>Caring attitude towards pupils and parents</li> <li>Evidence of being able to build and sustain effective working relationships with both adults and children.</li> <li>Tactful, discreet &amp; patient</li> <li>Enthusiastic &amp; self-motivated</li> <li>Able to use own initiative</li> </ul>	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓		Application form/ References/Interview