

PERSON SPECIFICATION

Post Title: Behaviour for Learning Assistant

| ATTRIBUTES/ REQUIREMENTS | ESSENTIAL | DESIRABLE | HOW IDENTIFIED |
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| EDUCATION, QUALIFICATIONS AND VOCATIONAL TRAINING | 5 GCSEs including Maths and English – Grade C or above (or equivalent). Evidence of continued Professional Development or accredited achievement of specialist skill. Willingness and ability to obtain and/or enhance qualifications and training for development in this post. Undertake the training and embrace the ethos of BfL | | Application Form Certificates Interview |
| RELEVANT EXPERIENCE | Experience of working in a school/college environment. Experience of strong organisation and administrative skills. Experience of strong oral and verbal communication skills. | A minimum of 3 years relevant experience of working with school age children. Experience of working with pupils who have emotional and /or behavioural difficulties. | Application Form References Interview |
| KNOWLEDGE AND SKILLS | Ability to work as part of a team, as well as to work independently. Ability to communicate and relate to staff and external agencies. Ability to develop appropriate systems and resources. Effective use of ICT skills in support of learning and welfare needs. Experience of relevant learning and/or behaviour strategies. Experience of working with additional needs. Understanding of statutory frameworks relating to teaching. | Knowledge and understanding of school based computer systems. | Application Form References Interview |
| PERSONAL CHARACTERISTICS | Ability to work under pressure and to meet deadlines. Understands and abides by the need for confidentiality. Suitability to work with, and ability to form and maintain appropriate relationships and personal boundaries with children. A commitment to safeguarding and promoting the welfare of children, young people and/or vulnerable adults. An understanding of and commitment to equal opportunities issues both within the workplace and the community in general. Conscientious, honest and reliable. | | Application Form References Interview |



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| | Strong organisational and admin skills. Strong oral and verbal communication skills. Excellent interpersonal skills. Ability to work independently when required. Ability to cope with stressful situations. Willingness to be flexible in undertaking tasks. | | |
| ADDITIONAL REQUIREMENTS | Good level of attendance | Reliability and willingness to be flexible. | |
| The post is subject to a satisfactory record check being undertaken by the Disclosure & Barring Service | | | |