

Verbal Behaviour (VB) Trainee for The Avenue School part of The Rise Partnership Trust:

Person Specification

This pack contains a person specification outlining essential and desirable attributes for the position, as well as the Job Description.

In the last column of the table, A=application, I=interview and T=task, C=certificate.

Qualifications and experience	Essential/Desirable	Method of Assessment
Evidence of successfully being able to learn new skills and respond to feedback.	E	A/I
NVQ2 or equivalent and good literacy and numeracy skills	D	C
Evidence of successfully teaching pupils who present with barriers to learning and behaviour that challenges	D	A/I
Evidence of teaching pupils with complex Special Educational Needs (SENs)	D	A/I
Team teach trained	D	C
Skills, knowledge and understanding	Essential/Desirable	Method of Assessment
Clear understanding and experience of working with pupils with complex needs (in or outside of the school setting)	D	A/I/T
Knowledge of the approaches to working with pupils who have complex SENs and positively managing behaviour	D	A/I/T
Knowledge of different AAC methods including PECS and Makaton signing	D	A/I/T
Some understanding and interest in Applied Behaviour Analysis (ABA) and Verbal Behaviour	D	A/I
Willingness to learn to use data to monitor, evaluate and reflect on teaching and learning	E	A/I
Personal qualities and attributes	Essential/Desirable	Method of Assessment
Ability to form excellent relationships with colleagues via the promotion of honest, open and reflective discussion	E	A/I
Ability to act as an excellent role model for staff and pupils	E	A/I
Evidence of excellent communication skills	E	A/I
Willingness to take a full part in the life of the school	E	A/I
Ability to be creative and innovative	E	A/I
Ability to listen and reflect on feedback in order to develop professional practice.	E	A/I