

THRIVE BEHAVIOUR SUPPORT WORKER PERSON SPECIFICATION

Post Title: Behaviour Support Worker (Thrive Behaviour Support)

ATTRIBUTES/REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
EDUCATION, QUALIFICATIONS AND VOCATIONAL TRAINING	<ul style="list-style-type: none"> • Good standard of education – GCSE or equivalent in English and Maths. • Qualifications relating to behaviour management, mentoring or counselling. 	<ul style="list-style-type: none"> • Qualified Thrive Practitioner or commitment to possibly undertake Thrive Practitioner Training. • Evidence of relevant professional training in an education setting. 	<ul style="list-style-type: none"> • Examination of Certificates at Interview. • Application Form.
RELEVANT EXPERIENCE	<ul style="list-style-type: none"> • Previous experience working in an educational environment with children. • Experience of mentoring/counselling students in a school setting. • Proven ability to support, motivate and develop pupils. • Experience of working with and supporting parents/carers. • Experience of liaising with external agencies/other professionals. • Experience of Behaviour Management in an educational setting. • Evidence of application of a wide range of behaviour management strategies. 	<ul style="list-style-type: none"> • Experience of children in as many age groups as possible. 	<ul style="list-style-type: none"> • Application Form. • Interview. • References. • Interview Task.
KNOWLEDGE AND SKILLS	<ul style="list-style-type: none"> • Good understanding of school policies and procedures. • Excellent knowledge of Child Protection procedures & Safeguarding. • An ability to engage with challenging pupils without 	<ul style="list-style-type: none"> • Knowledge of national curriculum and other learning programmes. • Knowledge of various legislation: • The Children’s Act • Every Child Matters 	<ul style="list-style-type: none"> • Application Form. • Examination of Certificates. • Interview. • References. • Interview Tasks.

	<p>confrontation.</p> <ul style="list-style-type: none"> • A Commitment to inclusion, equal opportunities and fairness. 	<ul style="list-style-type: none"> • OFSTED Standards • Keeping Children safe In Education Sept 2016 (KCSIE) • Health & Safety • Risk Assessments • Equal Opportunities 	
PERSONAL CHARACTERISTICS	<ul style="list-style-type: none"> • Ability to relate well to children and adults and work as part of a team. • Ability to self evaluate own practice and learning needs. • A calm, flexible, pleasant and sympathetic manner. • A willingness to undertake additional training, keep up to date with educational developments and changes in good practice. • Ability to work negotiated flexible hours as appropriate. • Excellent interpersonal skills and sensitivity to cross cultural issues. 	<ul style="list-style-type: none"> • Personal interests and skills which can be used to enhance a specific delivery of either a curriculum area or an activity. • Ability to reflect, analyse and act both independently and collaboratively. 	<ul style="list-style-type: none"> • Application Form. • Interview. • References. • Interview Tasks.
PHYSICAL ATTRIBUTES	<ul style="list-style-type: none"> • As assessed and advised by Occupational Health. 		<ul style="list-style-type: none"> • Medical Questionnaire. • Medical examination if required.
ADDITIONAL FACTORS	<ul style="list-style-type: none"> • Ability to promote and display the schools ethos, values and behaviours at work and support the work of the school and its partners. 		<ul style="list-style-type: none"> • Interview.
CONTRA-INDICATORS	A satisfactory record check being undertaken by the Criminal Records Bureau		