



# RAVENSWOOD

PRIMARY SCHOOL

## Person Specification – Behaviour Support Assistant

### Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

#### Essential

1	Experience of working with young people
2	Experience of supporting children in a learning environment
3	Good numeracy/literacy/ICT skills
4	Maths and/or English Grades GCSE A-C at least
5	Ability to work constructively as part of a team
6	Ability to communicate at all levels i.e. Staff, pupils, home and professionals

#### Desirable

6	Experience of classroom organisation
7	Knowledge of national/foundation stage curriculum
8	Experience of organising sports coaching or competition
9	Experience of Team Teach or positive handling training
10	Experience of working with vulnerable learners

### Part B: Assessment Stage

Items 1, 2, and 3 of the application stage criteria and the criteria below will be further explored at the assessment stage:

#### Essential

1	Able to work effectively as part of a team
2	Able to use language and other communication skills that children can understand and relate to
3	Able to empathise with the needs of children and in particular able to establish positive relationships with pupils
4	Able to consistently and effectively implement agreed behaviour management strategies
5	Able to provide levels of individual attention, reassurance and help in response to poor behaviour
6	Able to supervise groups of pupils
7	Experience of using ICT
8	Able to carry out and report on systematic observations of pupils' behaviour
9	Committed to achieving further professional development



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10	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> <li>• motivation to work with children and young people</li> <li>• ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• emotional resilience in working with challenging behaviours</li> <li>• attitude to use of authority and maintaining discipline</li> <li>• able to work in partnership with other agencies</li> </ul>
11	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post

## Desirable

1	Knowledge of Restorative Justice techniques
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The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	No	Structured discussion with pupils	Yes

## Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Criminal Records Bureau
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 check
4	Medical clearance
5	Two references from current and previous employers (or education establishment if applicant not in employment)