

# THE BISHOP OF WINCHESTER ACADEMY

## Person Specification- Behaviour Support Worker

### Ethos

#### *Essential*

- Support the sponsors' vision, Christian Ethos and values that are embedded in the day-to-day and long-term running of the academy.
- Each post holder must share the commitment of the sponsors' principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope.
- All academy post-holders are expected to contribute to the development of young people and the community.

### Education, Training and Qualifications

#### *Essential*

- Good numeracy/literacy/ICT skills
- Maths and/or English Grades GCSE A-C

### Skills and Abilities

#### *Essential*

- Ability to work successfully with pupils with challenging behaviour
- Ability to work constructively as part of a team
- Ability to communicate at all levels i.e. Staff, pupils, home and professionals.
- Flexible and able to respond quickly to new situations.

#### *Desirable*

- Able to recognise own training needs and willing to undergo relevant training
- Ability to support families and carers of pupils with challenging behaviours

### Specialist Knowledge

#### *Essential*

- Understanding of relevant policies/codes of practice and awareness of relevant legislation
- Understanding of behavioural strategies
- Basic understanding of child development and learning
- Working with or caring for children of relevant age
- General understanding of national/foundation stage curriculum and other basic learning programmes/strategies

#### *Desirable*

- Understanding classroom roles and responsibilities and your own position within these.
- Experience in group work
- Understanding of Child Protection and the new SEND Code of Practice

### Experience

#### *Essential*

- Training in or experience of working with young people with behavioural difficulties

#### *Desirable*

- Training in the relevant learning strategies
- Experience in pastoral care

### Other

#### *Essential*

- Fully committed to all Academy Policies.