SIGMA TRUST

Person Specification

Behaviour Support Worker (Scale 4): GROW (Primary)

Qualifications & Experience	Essential	Desirable
• NVQ Level 3 in learning support/behaviour support or equivalent qualification/experience		*
• Successful experience working with children in a school or similar environment	*	
• GCSE Grade 4 in English and Maths or equivalent (C grade or above)	*	
Skills and Knowledge	**Essential**	**Desirable**
• Being aware of and working with policies in relation to inclusion, child protection and physical contact with pupils.	*	
• Good working knowledge of ICT to support learning		*
• Ability to write and contribute to detailed reports, letters and complete returns.	*	
• Ability to use clear language to communicate information unambiguously and to listen effectively	*	
• Specialist language/communication skills if appropriate		*
• Ability to negotiate effectively with adults and children	*	
• Ability to demonstrate a range of effective behaviour management strategies	*	
• Ability to demonstrate that you encourage the inclusion of pupils with emotional and/or behavioural difficulties in a mainstream setting	*	
• Good understanding of the school curriculum		*
• Good working knowledge of specialist curriculum area(s) if appropriate		*
• Good understanding of child development		*
• Ability to assist in the assessment of progress and performance and recommend appropriate strategies to support development	*	
• Participate in the evaluation of the support programme and to contribute to assessment, planning, monitoring and evaluations.	*	
• Understand and support the importance of physical and emotional wellbeing programme	*	
• Ability to make a proactive contribution to the work of the team supporting children, their families and carers	*	

• Ability to work with parents and carers to improve support for children	*	
• Contribute to the development and implementation of effective systems to share and safeguard information		*
• Demonstrate a highly creative approach to supporting children and an ability to resolve problems independently	*	
Personal	Essential	Desirable
• Ability to establish rapport and respectful and trusting relationships with children, their families and carers and other adults	*	
• Ability to make a distinctive contribution to the work of a team	*	
• High expectations of self and others	*	
• The ability to work to deadlines and under pressure	*	
• Ability to ensure confidentiality	*	
• Ability to be a self-starter, work in a team and deliver agreed objectives	*	
• Approachable	*	
• Identify and undertake personal development opportunities and suggest personal development targets	*	