# PERSON SPECIFICATION

Severndale Specialist Academy

## Positive Behaviour Support Teaching Assistant (PBS)

| ATTRIBUTES | ESSENTIAL | DESIRABLE | HOW ASSESSED |
|---|---|---|---|
| Qualifications | • 4 GCSEs (Grade A-C) or equivalent including English and Maths | • Childcare / child development course<br>• Current first aid certificate | A, I |
| Work experience and desired vocational training | • Relevant experience working in Mainstream School working with Children with Special Educational Needs<br>• Some experience of classroom administration support<br>• | • Experience of working as a learning mentor / behaviour assistant to support children with challenging behaviour | A,I,R |
| Other relevant experience and/or interests | • Good knowledge of school based education<br>• Good standard of spoken and written English | | A, I |
| Specialist & General knowledge | • Understanding of the development needs of children<br>• Understanding the importance of play<br>• Knowledge of a range of behaviour management strategies & techniques | • Team Teach, Makaton, Moving & Handling<br>• Basic practical skills e.g. art and craft, needlework<br>• Ability to speak, read and write a language other than English | A, I |
| Job related personal skills | • Good interpersonal skills and an ability to relate and communicate effectively with children, staff and parents<br>• Good literacy and numeracy skills<br>• Good organisational skills<br>• Ability to book training for other staff | | A, I |

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|---|---|---|---|
| | • Ability to work in a 1:1 relationship & in groups<br>• Ability to keep neat and accurate records<br>• Ability to work flexibly as part of a team<br>• Ability to show initiative when appropriate | | |
| Special Working Conditions | • Flexible approach to working environment<br>• Ability to meet the physical demands of the post<br>• Ability to bring to the role, initiative, enthusiasm and commitment<br>• Adapting and willingness to assist with other aspects of school life. | • Undertake training in Restrictive Physical Prevention (Restraint) | A, I |

Method of Assessment: (A) application form, (I) interview, (R) references