PERSON SPECIFICATION

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 • 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 • Some experience of classroom administration support •	• 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 • Good standard of spoken and written English		A, I
Specialist & General knowledge	• Understanding of the development needs of children • Understanding the importance of play • Knowledge of a range of behaviour management strategies & techniques	• Team Teach, Makaton, Moving & Handling • Basic practical skills e.g. art and craft, needlework • 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 • Good literacy and numeracy skills • Good organisational skills • Ability to book training for other staff		A, I

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	• Ability to work in a 1:1 relationship & in groups • Ability to keep neat and accurate records • Ability to work flexibly as part of a team • Ability to show initiative when appropriate		
Special Working Conditions	• Flexible approach to working environment • Ability to meet the physical demands of the post • Ability to bring to the role, initiative, enthusiasm and commitment • 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