

## Vale of Glamorgan Council

### Person Specification

<b>JOB TITLE:</b> Behaviour Support Worker Pupil Support Team	<b>DEPARTMENT:</b> Education
<b>GRADE:</b> F +SEN	<b>SCHOOL:</b> Ysgol Y Deri, Penarth Site

This post requires the Behaviour Support staff to be able to provide specialist support and guidance to all school staff and pupils in all aspects of Positive Behaviour management and in doing so be an expert role model. This post requires sensitivity and objectivity in dealing with confidential/tentative issues and the aptitude for developing and maintaining efficient accurate record keeping systems.

	Essential:	Desirable:	How identified:
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• NVQ 3, equivalent or higher.</li> <li>• Full Driving License including minibus</li> </ul> <p>At least one of the following or agreement to have training in:</p> <ul style="list-style-type: none"> <li>• Therapeutic Crisis Intervention (TCI)</li> <li>• Dyadic Developmental Practice (DDP) Level 1</li> <li>• TiS training</li> <li>• Positive Behaviour Support (PBS)</li> </ul>	<ul style="list-style-type: none"> <li>• TiS Diploma</li> <li>• Positive Behaviour Support (PBS) Diploma</li> <li>• Level 2 and Level 3 in Youth and Community</li> <li>• MIDAS minibus training</li> <li>• Level 1 in Food Safety in Catering</li> <li>• C-Card Training – Sexual Health</li> <li>• First Aid</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> <li>• Certificates</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• At least two years in an educational setting.</li> <li>• Experience of successfully supporting pupils with attachment/ trauma/ neglect/ poor mental health.</li> <li>• Experience of enabling children and young people to overcome barriers to learning and achievement.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience working as part of a team dealing with challenging situations.</li> <li>• Responsible for supporting challenging behaviour in an educational setting.</li> <li>• Experience of youth work and working with teenagers</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> </ul>

	<b>Essential:</b>	<b>Desirable:</b>	<b>How identified:</b>
	<ul style="list-style-type: none"> <li>• Experience of crisis management and the ability to approach and deal with all situations positively, professionally and calmly.</li> <li>• Mentoring/supporting staff and pupils in challenging environments.</li> <li>• Positive role model for pupils and staff.</li> <li>• Problem solving with pupil's and staff.</li> <li>• Modelling best practice to staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Providing primary and preventative strategies as well as supporting individuals in crisis.</li> <li>• Knowledge of mental health issues.</li> <li>• Post incident staff and pupil debrief.</li> <li>• Leading staff meetings based on behaviour support</li> <li>• Professional persona in dealing with parents and professionals.</li> </ul>	
<b>Specialist Knowledge</b>	<ul style="list-style-type: none"> <li>• Establish appropriate and effective nurturing relationships with young people.</li> <li>• Good understanding of developmental trauma.</li> <li>• Knowledge of mental health issues.</li> <li>• Support for individual pupils who may have barriers to accessing education.</li> <li>• Advise teachers and senior leaders on aspects of external behaviour.</li> <li>• Understand basic strategies to develop regulation, anger management, self-esteem, anxiety, personal safety, body image, CSE, RSE, friendship issues, and family dynamics.</li> <li>• Understanding of policies and procedures relating to pupil well-</li> </ul>	<ul style="list-style-type: none"> <li>• SEMH needs.</li> <li>• additional learning needs.</li> <li>• Writing behaviour support plans.</li> <li>• Post incident staff and pupil feedback.</li> <li>• Delivering class or whole school training.</li> <li>• Basic understanding of child development and learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> </ul>

	<b>Essential:</b>	<b>Desirable:</b>	<b>How identified:</b>
	being, such as safe-guarding, child protection, positive handling etc.		
<b>Job Related Skills</b>	<ul style="list-style-type: none"> <li>• Have excellent interpersonal and communication skills.</li> <li>• Ability to be intune with own emotional state and personal regulation</li> <li>• The ability to be calm under pressure and adapt to change quickly.</li> <li>• Good numeracy/literacy skills</li> <li>• Computer literate</li> <li>• Good listening skills</li> <li>• Knowledge of Health and Safety requirements.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of behaviour recording systems.</li> <li>• Experience collating data using ICT.</li> <li>• Problem solving pupil and staff issues.</li> <li>• Show sensitivity and objectivity in dealing with confidential issues.</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Emotional resilience when working with behaviours that challenge</li> <li>• Commitment to equal opportunities</li> <li>• Respect confidentiality</li> <li>• Professional</li> <li>• Calm and pupil focused</li> </ul>	<ul style="list-style-type: none"> <li>• Motivated</li> <li>• Patient</li> <li>• Flexible</li> <li>• Sense of humour</li> <li>• Observant</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> </ul>