

Person Specification

Post: Behaviour Support Worker

Attributes	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> GCSE Grade 4 or above in English and mathematics (or equivalent) 	<ul style="list-style-type: none"> Good honours degree Qualified Teacher Status First aid qualification 	<ul style="list-style-type: none"> Application Certification
Experience	<ul style="list-style-type: none"> Values driven Working with young people Support students with a range of specific learning needs 	<ul style="list-style-type: none"> Working in an inner-city area of high deprivation Teaching or mentoring in a school Working in a similar role 	<ul style="list-style-type: none"> Application Interview
Knowledge and skills	<ul style="list-style-type: none"> High expectations which motivate and challenge students Ability to construct successful relationships in order to manage behaviour Maintain confidentiality at all times Analytical thinker Maintain accurate and up to date records Commitment to safeguarding Microsoft Office, especially Excel, Outlook and Word 	<ul style="list-style-type: none"> Understanding of what makes a Dixons academy different and successful Some understanding of how children learn Safeguarding procedures Use of data management system/s e.g. SIMS Pupil Premium funding and proven strategies for raising attainment Current educational policy 	<ul style="list-style-type: none"> Application Interview References
Character	<ul style="list-style-type: none"> Strong moral purpose and drive for improvement Mission-aligned Humble and kind Motivated, enthusiastic and flexible Excellent interpersonal skills Good sense of humour Desire to develop yourself Ability to give, receive and act on feedback Strong attention to detail Ability to work under pressure Commitment to the full life of the academy 	<ul style="list-style-type: none"> Willingness to offer extra-curricular provision 	<ul style="list-style-type: none"> Application Interview References