

Verbal Behaviour Supervisor for The Avenue School: Person Specification

This pack contains a person specification outlining essential and desirable attributes for the position, as well as the Job Description.

In the last column of the table, A=application, I=interview and assessment, C=certificate.

Qualifications and experience	Essential	Method of Assessment
Bachelor's Degree	Yes	C
Working towards higher qualification in Applied Behaviour Analysis (MSc/BCaBA/BCBA/UKBA(Cert))	Desirable	A/C
Commitment to obtaining professional certification in Applied Behaviour Analysis (aUKBA (cert)/UKBA (cert))	Yes	A/I
Evidence of successfully utilising the principles of Applied Behaviour Analysis to teach pupils that present with barriers to learning and challenging behaviour	Yes	A/I
Evidence of successfully utilising the principles of Applied Behaviour Analysis to teach pupils that use augmentative or alternative communication	Yes	A/I/C
Evidence of successfully utilising the principles of Applied Behaviour Analysis to lead group and 1:1 teaching sessions for pupils with complex SENs	Yes	A/I
Experience supporting and training staff	Yes	A/I
Experience working as part of a multi-disciplinary team	Yes	A/I
Team-Teach training	Desirable	A/I/C

Skills, knowledge and understanding	Essential	Method of Assessment
Sound understanding of the principles of Positive Behaviour Support, Applied Behaviour Analysis and Verbal Behaviour	Yes	A/I/C
Clear understanding of effective function based behaviour management and Functional Behaviour Assessment	Yes	A/I
Knowledge of the necessary components of an effective behaviour plan and experience in their development	Yes	A/I
Ability to train staff according to a competency framework	Yes	A/I
Evidence of excellent data collection and analysis abilities in order to make data based decisions for teaching and behaviour reduction	Yes	A/I
Understanding of the application of the principles of behaviour to staff training and skill development	Desirable	A/I



Christchurch Avenue,
London, NW6 7BH
0203 829 4690
Email:enquiries@theavenueschool.london



Personal qualities and attributes	Essential	Method of Assessment
Ability to form excellent relationships with colleagues via the promotion of honest, open and reflective discussion	Yes	A/I
Ability to act as an excellent role model for staff and pupils	Yes	A/I
Ability to work flexibly with class teams	Yes	A/I
Evidence of excellent communication skills	Yes	A/I
Evidence of excellent organisational skills	Yes	A/I
Willingness to take a full part in the life of the school	Yes	A/I