

Person Specification

HLTA - Behaviour & Relationships Manager



Factor	Essential	Desirable	Assessment*
Qualification	• Educated to a minimum of GCSE (or equivalent) Grade 4 in Maths and English.	• CPD in medical conditions and learning needs	A, D
Experience	• Experience of working with pupils with SEND in an educational setting. • Experience with managing complex behaviour cases • Experience working with stakeholders in relation to behaviour • Experience of the use of Physical Intervention • Experience of working with pupils with challenging behaviour (SEMH).	• Experience of managing pupil groups and activities • Understanding of EHCPs • Experience of Multi-Agency and/or parent meetings • Instructing and supporting colleagues (not managing) • Experience in advanced level Team Teach	A, I, R
Skills and Knowledge	• Able to work with individual, group and whole classes. • Good communication skills, both verbal and written. • Good organisation skills. • Competent ICT and administration skills • In depth understanding of the 'cycle of influence' in relation to changing behaviour • Post-incident learning • Knowledge of restorative approaches	• Knowledge of multi-agency working • Knowledge of a range of pupil behaviour strategies. • Knowledge of basic first aid.	A, I, R
Personal Attributes	• To complete a Disclosure & Barring Service Disclosure. • Ability to engage effectively with young people. • Ability/desire to work collaboratively to effect school improvement. • Enthusiasm. • Flexibility and adaptability. • Ability to work calmly under pressure. • Ability to work as part of a team. • Willingness to take a full part in the life of the school. • Approachable • Able to positively manage others • Be hardworking and reliable. • Be a good timekeeper. • Candidates should indicate a commitment to equal rights regardless of age, gender, orientation, ethnicity or religion.	• Be motivational and have high aspirations for oneself and for our pupils. • Commitment to enhancing teaching and learning.	A, I, R

*Assessment Method – details how the criteria will be assessed

A = Application Form, **I** = Interview, **R** = References, **D** = Documentary Evidence