



## Person Specification

Job Title

**Positive Behaviour Support Team Leader**

Qualifications		✓
<b>Essential</b>		
<ul style="list-style-type: none"> <li>Hold a level 3 qualification in a related area of expertise</li> <li>Designated Safeguarding Lead training qualification (Or willingness to work towards)</li> </ul>	A/C	A
<b>Desirable</b>		
<ul style="list-style-type: none"> <li>Maths and English Functional Skills at Level 2 or GCSE Grade C.</li> <li>Positive Behaviour Support practitioner qualification or equivalent</li> <li>Have a train the trainer qualification in Positive Behaviour Support (or willingness to work towards)</li> </ul>	A/I	A/I
<b>Key skills</b>		
<b>Essential</b>		
<ul style="list-style-type: none"> <li>Skills to manage safeguarding concerns in an education setting</li> <li>Creating training packages for staff</li> <li>Completing behaviour support plans and risk assessments</li> <li>Leading team meetings with support staff and external agencies</li> </ul>	A/I	A/I
<b>Desirable</b>		
<ul style="list-style-type: none"> <li>Ability to complete MCA assessments</li> </ul>	A/I	A/I
<b>Experience</b>		
<b>Essential</b>		
<ul style="list-style-type: none"> <li>Experience of being in a supervisory role</li> <li>Experience of delivering training to staff teams</li> <li>Experience of leading MDT meetings both internally and externally</li> <li>Experience in the writing of Positive Behaviour Support plans and reports</li> <li>Experience of working with a range of disabilities and complex needs</li> </ul>	A/I	A/I
<b>Desirable</b>		
<ul style="list-style-type: none"> <li>Experience of working in a specialist educational environment</li> </ul>	A/I	A/I
<b>Knowledge</b>		
<b>Essential</b>		
<ul style="list-style-type: none"> <li>An understanding of the PBS model and sensory processing</li> <li>Knowledge of a wide range of neurodevelopmental conditions</li> <li>Understanding of the importance of maintaining confidentiality.</li> <li>Commitment to safeguarding, equality and diversity and health and safety</li> </ul>	A/I	A/I
<b>Desirable</b>		
<ul style="list-style-type: none"> <li>Understand the Mental Capacity Act 2005</li> <li>Knowledge around Health and Safety legislation</li> <li>Knowledge of the Keeping Children Safe in Education 2024 and Adult Safeguarding policies</li> </ul>	A/I	A/I
<b>Other personal requirements</b>		
<b>Essential</b>		
<ul style="list-style-type: none"> <li>Reliable, motivated, patient, empathetic</li> </ul>	I	I
<b>Desirable</b>		
Flexibility to work the hours and days to meet the varying needs of the college	I	I

### How we intend to assess your match with our person specification

A Application Form I Interview C Assessment centre