



All Hallows RC High School

Believe. Belong. Achieve.

150 Eccles Old Road, Salford M6 8AA

Telephone: 0161 921 1900

E-mail: allhallows@salford.gov.uk

Website: www.allhallowssalford.com

Headteacher: Mrs E. Walker

PERSON SPECIFICATION

Post Title: Behaviour Support Worker

Qualifications & Experience

• Must be numerate and literate (minimum GCSE Maths, Science & English Grades A* - C)	E
• Good standard of education to A Level (or equivalent)	D
• Educated to degree level	D
• Experience of successful working with young people aged 11 to 16 years and their parents/carers in a similar pastoral capacity	D
• Experience of working in a school	D
• Experience of working with young people to produce positive outcomes	D
• Experience of multi-agency working	D

Skills and Abilities

• Ability to work in a fast-paced environment, responding effectively to changing demands and circumstances	E
• Effective time-managements skills	E
• Ability to support students and manage challenging behaviour constructively and consistently using a range of strategies	E
• Ability to communicate with and motivate young people	E
• Ability to take a restorative approach to conflict	E
• Providing a safe environment to ensure the physical and psychological safety of the students	E
• A commitment to the holistic development of students - specifically the character development of students	E
• A willingness to contribute to the enrichment activities, the community work of All Hallows.	D
• Ability to react and de-escalate difficult situations	D
• Knowledge and understanding of national education priorities/developments	D
• Ability to use IT for communication, record keeping and data analysis	E
• Ability to make sound decisions, identify and solve problems and seize opportunities	E
• Well-developed interpersonal and communication skills (including written, oral and presentation skills)	E
• Positive disposition towards inclusion of all students including those with learning difficulties in mainstream learning and education	E
• Ability to confidently meet with parents, develop good relationships and resolve issues	E
• Ability to relate well to a range of staff, students and parents/carers	E
• Able to build strong relationships with key people in relevant organisations	E
• Ability to work independently and as part of an effective team	E
• Ability to carry out verbal and written instructions	E
• Commitment to equal opportunities	E
• Ability to prioritise effectively, use initiative and common sense	E
• Appropriate attitude to authority	E
• Emotional resilience and positive attitude	E
• Commitment to the school ethos and aims	E
• Deep understanding and commitment to the safeguarding of children	E
• Flexible approach to working hours	E
• Accurate and fluent spoken English	E

--	--