

PERSON SPECIFICATION

Section: Support	Reports to: Support Team Lead
Job Title: Support Manager	Grade/Salary Range: 3 £23,152 - £25,043
Working Pattern: 42.5 hours	Working Weeks per annum: 39

Factors	Essential	Desirable	Assessment Method
Qualifications	NVQ 3/4 or equivalent	Behaviour Management training	
Experience	Working with challenging behaviours SECID experience Other (family liaison, etc.)	Class room experience	
Knowledge and Skills	Communication skills Organisational skills Behavioural knowledge Behavioural implementation	Analytical skills De-escalation techniques Negotiation/Influencing skills	
Personal Qualities	Creativity Awareness Team work Personal effectiveness		
Other	Discretionary effort to the role Car driver Chiltern Way Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.		