

Personal Specification: Behaviour outreach



Essential	Desirable
Professional Qualifications and Training	
Good communication skills	Qualification/trained in therapeutic interventions
PD linked to working in schools	Current STEPs accreditation
Level 3 Qualification in education or above	
Knowledge and Experience	
Work within the school's policies and procedures, including those related to behaviour, Health and Safety and Safeguarding	Experience of working with children with additional/complex needs
Experience of working in a primary school setting	Awareness of the Code of Practice and four areas of need
	Awareness of the Graduated response
	Training in evidence based interventions
Professional Values	
Commitment to setting high expectations for all pupils and to raising self-esteem and educational achievement	
Dedication and commitment to ensuring the best outcomes for a child with Behavioural/Special Educational Needs	
Commitment to the school's ethos and to the Inclusion of all children in the school environment	
Commitment to safeguarding all children in the school community	
Skills and Abilities	
Confidence to take responsibility for behaviour management of an individual child with complex needs	Current Herts Steps therapeutic approach to behaviour practitioner
Ability to establish and maintain excellent professional relationships with pupils, parents and colleagues	
Ability to work on own initiative	Proven examples of using own initiative
Good organisational and time management skills	
Confidence in the use of basic IT	
Confidence in the use of record keeping	
Ability to inspire, lead and motivate an individual child with behavioural/ SEMH needs	Experience of working with children with social or emotional needs
Ability to demonstrate experience and knowledge of working with hard to reach and challenging children who have barriers to learning	

Willingness to undertake further professional development	
Personal Qualities	
Positive, caring attitude and a desire to boost children's sense of belonging, happiness and well-being	
Excellent standards of professional conduct	
Empathetic and compassionate	
Ability to take initiative	
Ability to work co-operatively as part of a team	
Ability to maintain confidentiality	
Reflective about own practice and willingness to undergo appropriate training	
Hardworking, with a sense of commitment to the job and to the school	
Resilient and adaptable	
Commitment to equal opportunities	
Supportive of a school ethos and willing to contribute to the community spirit of a school team	
Have use of own vehicle and Business insurance	

This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. An enhanced disclosure will be sought through the DBS as part of Hertfordshire County Council's pre-employment checks. Please note that additional information referring to the Disclosure and barring Service is in the guidance notes to the application form. If you are invited to an interview you will receive more information. This role will be reviewed annually as part of the PMD process.

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.

Additional Information

To integrate into all areas of job accountability the actions and behaviours required to actively implement the County Council's Equal Opportunities policy 'Putting People First'.

If appointed this contract is subject to a 26-week probationary period as determined by HCC since 1st October 2011 (if not currently employed within an HCC setting).