

Verbal Behaviour (VB) Tutor for Brent Specialist Academy Trust: Person Specification

Manor School and The Avenue are special academies within the Brent Specialist Academy Trust. The majority of our pupils have Autism and we support pupils with a range of learning difficulties.

This pack contains a person specification outlining essential and desirable attributes for the position, as well as the Job Description.

In the last column of the table, A=application, I=interview and assessment, C=certificate.

Qualifications and experience	Essential	Method of Assessment
NVQ2 or equivalent and good literacy and numeracy skills	Yes	C
Evidence of successfully teaching pupils who present with barriers to learning and challenging behaviour	Yes	A/I
Evidence of successfully leading group and 1:1 teaching sessions for pupils with complex Special Educational Needs (SENs)	Yes	A/I
Evidence of successfully teaching pupils with behaviour management needs in line with pupils' behaviour plans	Yes	
Team-Teach training	Desirable	A/I/C

Skills, knowledge and understanding	Essential	Method of Assessment
Understanding of Applied Behaviour Analysis (ABA) and Verbal Behaviour	Yes	A/I
Experience of applying the principles of ABA and VB to teaching pupils with complex learning needs	Yes	A/I
Clear understanding of effective behaviour management, learning and teaching	Yes	A/I
Evidence of excellent teaching skills in ITT and NET	Yes	A/I
Evidence of excellent data collection abilities	Yes	A/I
Experience of teaching AAC methods including PECS and Makaton signing	Yes	A/I
Ability to use data to monitor, evaluate and reflect on learning and teaching	Yes	A/I

Personal qualities and attributes	Essential	Method of Assessment
Ability to form excellent relationships with colleagues via the promotion of honest, open and reflective discussion	Yes	A/I
Ability to act as an excellent role model for staff and pupils	Yes	A/I
Evidence of excellent communication skills	Yes	A/I
Evidence of excellent organisational skills	Yes	A/I
Willingness to take a full part in the life of the school	Yes	A/I
Ability to be creative and innovative	Yes	A/I