

Cymhorthydd Ymyriadau Ymddygiad

Cyfeirnod y swydd: YRHS00304W3LWE
Lleoliad: Ysgol Uwchradd Y Rhyl, Y Rhyl
Cyflog: Gradd 5, £20,747 - £22,731 y flwyddyn
Oriau: 37 y wythnos
Contract: Yn ystod y tymor a 5 diwrnod
hyfforddi
Parhaol / Allanol

Mae'r Corff Llywodraethu yn awyddus i benodi Cymhorthydd Ymyriadau Ymddygiad dynamig a brwdfrydig. Gweithio dan arweiniad: darparu cymorth i fynd i'r afael ag anghenion disgyblion sydd angen cymorth penodol i oresgyn rhwystrau i ddysgu. Bydd y swydd hon yn bennaf i arwain a rheoli'r ystafell wahardd fewnol.

Mae Ysgol Uwchradd y Rhyl yn ysgol ofalgar, hael a dychmygus sy'n gwasanaethu rhai 11-16 oed yn ardal y Rhyl. Y myfyrwyr yw canolbwynt ein staff ac mae'r ffocws ar godi safonau.

Penodiad yn amodol ar Wiriad Gwasanaeth Datgelu a Gwahardd a geir daon boddhaol.

Os hoffech chi drafod unrhyw agwedd ar y swydd, ffoniwch yr Ysgol ar 01745 343533.

Os oes gennych ddi-ddordeb yn y swydd wag hon, gwnewch gais ar-lein trwy ein gwefan www.sirddinbych.gov.uk Am ddulliau eraill o wneud cais, cysylltwch â'r Adran Gwasanaethau Cwsmeriaid ar 01824 706100.

Rhaid i ymgeiswyr gwblhau ein ffurflen gais i gael ei ystyried. Mae'n ddrwg gennym nad ydym yn gallu ateb pob cais. Os nad ydych wedi derbyn ateb o fewn tair wythnos i'r dyddiad cau, dylech gymryd yn ganiataol nad ydych wedi cyrraedd y rhestr fer am gyfweiliad.

Dyddiad Cau: 30/05/2023

Mae Cyngor Sir Ddinbych yn ymroddedig i Gyfle Cyfartal a'i Safonau Iaith Gymraeg. Rydym yn croesawu ceisiadau yn y Gymraeg. Sylwch na fydd unrhyw ffurflenni cais a dderbynnir yn y Gymraeg yn cael eu trin yn llai ffafriol na ffurflenni cais a gyflwynwyd yn Saesneg.

Behaviour Intervention Assistant

Job reference: YRHS00304W3LWE
Location: Rhyl High School, Rhyl
Salary: Grade 5, £20,747 - £22,731 per annum
Hours: 37 hours per week
Contract: Term Time plus 5 training days
Permanent / External

The Governing Body are keen to appoint a dynamic and enthusiastic Behaviour Intervention Assistant. Working under guidance: provide support in addressing the needs of pupils who need particular help to overcome barriers to learning. This post will be predominantly to lead and manage the Internal exclusion room.

Rhyl High School is a caring, generous and imaginative school which caters for 11-16 year olds in the Rhyl area. Our staff are student centred and focused on raising standards.

Appointment subject to Disclosure & Barring Service Check and satisfactory references.

If you would like to discuss any aspect of the post, please call the school on 01745 343533.

If you are interested in this vacancy, please apply on-line via the website www.denbighshire.gov.uk For alternative methods of applying please contact Customer Services on 01824 706101.

Candidates must complete our application form to be considered. We regret that we are unable to reply to all applications. If you have not received a reply within three weeks of the closing date, you must assume that you have not been short listed for interview.

Closing Date: 30/05/2023

Denbighshire County Council is committed to Equal Opportunities and its Welsh Language Standards. We welcome applications in the Welsh Language and application forms received in the Welsh Language will not be treated less favourably than an application form submitted in English.

CYNGOR SIR DDINBYCH - SWYDD-DDISGRIFIAD

Teitl y swydd:	Cymhorthydd Ymyriadau Ymddygiad - Ysgol Uwchradd Y Rhyl
Graddfa:	5
Gwasanaeth:	Ysgolion
Maes Gwasanaeth:	Ysgol Uwchradd y Rhyl
Yn atebol i'r:	Ceri Ellis
Cyfeirnod y Swydd/ Dyddiad Cyhoeddi:	03127

Pwrpas y Swydd

Gweithio dan arweiniad: darparu cymorth i fynd i'r afael ag anghenion disgyblion sydd angen cymorth penodol i oresgyn rhwystrau i ddysgu.

Prif Atebolrwydd a Chyfrifoldebau

Cefnogi'r Disgyblion

- Cynnig cefnogaeth fugeiliol i ddisgyblion.
- Cefnogi disgyblion i gael mynediad llwyddiannus at wersi'r brif ffrwd.
- Derbyn a goruchwyllo disgyblion a waharddwyd rhag dilyn amserlen arferol, neu nad ydynt yn gwneud hynny am resymau eraill. Gwirio bod pob B2 yn cael eu cau i lawr yn ddyddiol gyda chosbau wedi'u gosod . Gwirio bod pob B3 wedi'u gosod, anfon e-bost at y staff addysgu i drefnu bod gwaith yn cael ei ddarparu a llofnodi / cau pan fo'r disgwyliadau wedi'u cyflawni neu eu rhannu gyda'r Pennaeth Blwyddyn i gael camau pellach.
- Rheoli a goruchwyllo disgyblion yn yr Ystafell Dawel gan sicrhau amgylchedd trefnus a phwrpasol.
- Rhoi sylw i anghenion personol disgyblion a chynnig cyngor i helpu gyda'u datblygiad cymdeithasol, iechyd a hylendid.
- Cymryd rhan mewn asesiad cynhwysfawr o ddisgyblion i benderfynu pa rai sydd angen cymorth arbennig.
- Helpu'r Tîm Bugeiliol i ddatblygu a gweithredu Cynlluniau Addysg/ Ymddygiad/ Cymorth unigol.
- Cefnogi darpariaeth i ddisgyblion ag anghenion ychwanegol.
- Sefydlu perthynas waith gynhyrchiol gyda disgyblion, gan ddangos esiampl iddynt.
- Datblygu trefniadau mentora 1:1 a grwpiau bach gyda disgyblion a chynnig cymorth i ddisgyblion sydd mewn gofid.
- Darparu gwybodaeth a chynghor i alluogi disgyblion i wneud dewisiadau am eu dysgu/ymddygiad/presenoldeb eu hunain.
- Herio a chymhell disgyblion, hyrwyddo ac atgyfnerthu hunan-barch.
- Darparu adborth i ddisgyblion mewn perthynas â chynnydd, cyrhaeddiad, ymddygiad, presenoldeb ac ati.

- Darparu ymyriadau a gytunir ar sail 1:1 neu grwpiau bach.
- Cefnogi'r trefniadau a darparu'r cyfleoedd Cwricwlwm amgen ar gyfer disgyblion.

Cefnogi'r Athro / Athrawes

- Cefnogi mynediad disgyblion at ddysgu drwy ddefnyddio strategaethau priodol, adnoddau ac ati.
- Gweithio gyda staff eraill i gynllunio, gwerthuso ac addasu gweithgareddau dysgu fel y bo'n briodol.
- Paratoi adroddiadau dyddiol ar gyfer disgyblion i'w dosbarthu / casglu.
- Monitro a gwerthuso ymatebion y disgyblion a'u cynnydd yn erbyn cynlluniau gweithredu drwy gynllunio sesiynau arsylwi a chofnodi.
- Darparu adborth ac adroddiadau gwrthrychol a chywir i staff yn ôl y gofyn, ar gyflawniad, ymddygiad, cynnydd a materion eraill sy'n ymwneud â'r disgyblion, gan sicrhau bod tystiolaeth briodol ar gael.
- Bod yn gyfrifol am gadw a diweddarau cofnodion fel y cytunwyd â staff eraill, gan gyfrannu at adolygiadau o systemau / cofnodion ar gais.
- Cynorthwyo i gynnal cofnodion cywir ar gyfer disgyblion gan ddefnyddio systemau Behaviour Watch a SIMS.
- Helpu i ddatblygu a gweithredu strategaethau rheoli ymddygiad priodol.
- Sefydlu perthnasau adeiladol gyda rhieni / gofalwyr, cyfnewid gwybodaeth, hwyluso eu cefnogaeth ar gyfer ymddygiad eu plant ynghyd â chynnal cyfarfodydd gyda rhieni.
- Helpu i ddatblygu, gweithredu a monitro systemau sy'n ymwneud ag ymddygiad ac integreiddio.
- Cefnogaeth glerigol/weinyddol e.e. delio gyda gohebiaeth, casglu / dadansoddi / adrodd ar bresenoldeb, ymddygiad, gwaharddiadau ac ati, gwneud galwadau i rieni yn ddyddiol ac ati.
- Casglu Datganiadau tystion, ymchwilio digwyddiadau, hwyluso cyfarfodydd adferol rhwng disgyblion.
- Cysylltu â Phenathiaid Tai i gyflwyno camau / rhannu gyda BPM a chau i lawr yn ddyddiol.

Cefnogi'r Cwricwlwm

- Rhoi gweithgareddau dysgu/ rhaglenni addysgu y cytunwyd arnynt ar waith, gan addasu'r gweithgareddau yn ôl ymatebion / anghenion y disgybl.
- Bod yn ymwybodol o, a gwerthfawrogi amrediad o weithgareddau, cyrsiau, sefydliadau ac unigolion sy'n cynnig cymorth i ddisgyblion er mwyn ehangu a chyfoethogi eu dysgu.
- Penderfynu ar yr angen am gyfarpar, cynlluniau ac adnoddau arbenigol i helpu disgyblion, ac yna paratoi a defnyddio'r rhain.

Cefnogi'r Ysgol

- Derbyn rôl 'ar alwad' - casglu B2, delio â disgyblion diamddiffyn 'coll', ymweld â 'mannau problemus', mynd i'r afael ag unrhyw ddigwyddiadau difrifol ac sydd efallai angen eu gwahardd - cysylltu â'r Pennaeth / Dirprwy Bennaeth a chau lawr. Cerdded y coridorau, delio â disgyblion nad ydynt mewn gwersi, mynd i'r afael â B1 sy'n gwrthod, hebrwng disgyblion i wersi a chasglu cyfnodau cosb.
- Bod yn ymwybodol o, a chydymffurfio â pholisïau a gweithdrefnau sy'n ymwneud ag amddiffyn plant, iechyd, diogelwch pobl ac eiddo, cyfrinachedd a diogelu data, gan roi gwybod i unigolyn priodol am unrhyw bryderon.
- Bod yn ymwybodol o wahaniaethau, a'u cefnogi, a sicrhau bod pob disgybl yn cael yr un cyfleoedd i ddysgu a datblygu.
- Cyfrannu at ethos/gwaith/amcanion cyffredinol yr ysgol.
- Cefnogi'r broses Gwisg Ysgol gan gynnwys galwadau i rieni a champau dilynol priodol a chofnodi ar system Behaviour Watch.
- Sefydlu perthnasoedd adeiladol ag asiantaethau/gweithwyr proffesiynol eraill, a chysylltu â nhw, mewn ymgynghoriad â'r athro, i gefnogi cyflawniad a chynnydd disgyblion.
- Mynychu a chyfranogi mewn cyfarfodydd rheolaidd gyda rhieni a gweithwyr proffesiynol eraill.
- Cymryd rhan mewn hyfforddiant a gweithgareddau dysgu eraill yn ôl yr angen.
- Cydnabod eich cryfderau eich hun a'ch meysydd arbenigedd a defnyddio'r rhain i gynghori a chefnogi eraill.
- Cyflawni dyletswydd cinio ac egwyl.
- Derbyn rôl Cymhorthydd Cyntaf yn yr ysgol, gyda hyfforddiant priodol fel bo'r angen.
- Helpu goruchwyllo, hyfforddi a datblygu staff.
- Goruchwyllo disgyblion fel y cynlluniwyd y tu allan i oriau ysgol.
- Goruchwyllo cyfnodau cosb.
- Goruchwyllo disgyblion ar ymweliadau, teithiau a gweithgareddau y tu allan i'r ysgol yn ôl y gofyn.

Adnoddau / Offer / Deunyddiau

Amherthnasol.

Goruchwyllo / Rheoli Pobl

Yn gyfrifol am oruchwyllo'r plant.

Gwybodaeth, Sgiliau, Hyfforddiant a Phrofiad

- Profiad o weithio â phlant o oedran perthnasol.
- Profiad o weithio gyda disgyblion ag anghenion ychwanegol.
- Sgiliau rhifedd/llythrennedd da iawn.
- NVQ 3 ar gyfer Cymorthyddion Addysgu neu gymhwyster neu brofiad cyfwerth.

- Gwybodaeth ymarferol lawn o bolisiâu/codau ymarfer perthnasol ac ymwybyddiaeth o ddeddfwriaeth berthnasol.
- Gwybodaeth weithredol o'r cwricwlwm cenedlaethol a rhaglenni dysgu eraill perthnasol.
- Dealltwriaeth o egwyddorion datblygiad plentyn a phrosesau dysgu, ac yn benodol, rhwystrau i ddysgu.
- Y gallu i gynllunio camau gweithredu effeithiol ar gyfer disgyblion sydd mewn perygl o dangyflawni.
- Dealltwriaeth lawn o amrywiaeth o wasanaethau cefnogi/ darparwyr.
- Gallu hunanwerthuso anghenion dysgu a mynd ati i chwilio am gyfleoedd dysgu.
- Gallu uniaethu'n dda gyda phlant ac oedolion.
- Gallu gweithio'n adeiladol fel rhan o dîm, gan ddeall swyddogaethau a chyfrifoldebau'r ystafell ddosbarth a'ch rhan chi o fewn y rhain.

Amodau Gwaith Arbennig

Amherthnasol.

Gwiriadau Cyflogaeth / Gofynion Penodol

Gwiriad gan y Gwasanaeth Datgelu a Gwahardd, Arolwg Iechyd, Geirdaon Boddhaol. Os oes angen eglurhad pellach ar wiriadau'r GDG arnoch chi, cysylltwch â Cyswllt AD am gymorth.

Mae gofyn i weithwyr newydd fynd drwy ein gwiriadau recriwtio mwy diogel safonol; cael eu clirio gan y GDG, cyflwyno 2 eirda boddhaol yn cwmpasu 3 blynedd o gyflogaeth, dangos tystiolaeth o gymwysterau hanfodol a dangos tystiolaeth o'r Hawl i Weithio yn y DU.

Mae Cyngor Sir Ddinbych yn cydnabod ei rwymedigaethau i ddiogelu plant ac oedolion ynghyd ag atal caethwasiaeth a masnachu mewn pobl, a bydd yn gwneud popeth o fewn ei allu i atal caethwasiaeth a masnachu mewn pobl o fewn ei fusnesau. Mae sawl math o gaethwasiaeth fodern, gan gynnwys masnachu mewn pobl, llafur gorfodol, caethiwed a chaethwasiaeth.

Mae diogelu yn bwysig i bawb, ac mae gofyn i holl weithwyr cyflogedig Sir Ddinbych weithio yn unol â pholisiâu a gweithdrefnau Diogelu Oedolion / Plant y Cyngor. Mae dyletswydd arnynt i roi gwybod am unrhyw bryderon sy'n codi wrth gyflawni eu dyletswyddau a bod yn ymwybodol o arwyddion o gam-fanteisio. Dylid codi unrhyw bryderon â'r Rheolwr Diogelu Penodedig er mwyn i'r Cyngor allu gweithredu'n ddi-oed pan fydd yn dod ar draws achos o gam-fanteisio.

Gweledigaeth / Cyd-destun

Crëwyd y swydd er mwyn gwella darpariaeth cefnogaeth Fugeiliol effeithiol ar gyfer disgyblion yng nghyd-destun nifer cynyddol o ddisgyblion ar y gofrestr.

CYNGOR SIR DDINBYCH - MANYLION AM YR UNIGOLYN

Mae'r Manylion am yr Unigolyn yn nodi'r sgiliau, yr wybodaeth a'r profiad yr ystyrir eu bod yn angenrheidiol i gyflawni dyletswyddau'r swydd yn effeithiol. Fe'i defnyddir yn y broses o lunio'r rhestr fer a'r cyfweiliadau ar gyfer y swydd hon. Dylech ddangos ar eich ffurflen gais sut yr ydych yn bodloni'r meini prawf hyn, gan mai dim ond wrth fodloni pob un o'r meini prawf hanfodol (a'r meini prawf dymunol lle bo'n berthnasol) y byddwch yn cael eich cynnwys ar y rhestr fer.

Teitl y swydd:	Cymhorthydd Ymyriadau Ymddygiad - Ysgol Uwchradd Y Rhyl		
Gwasanaeth:	Ysgol Uwchradd y Rhyl		
Graddfa:	5		
<u>MEINI PRAWF</u>	<u>HANFODOL</u>	<u>DYMUNOL</u>	DULL ASESU Ffurflen Gais/ Cyfweiliad/ Cyflwyniad/ Geirda ac ati
1. ADDYSG A CHYMWYSTERAU	5 TGAU neu gyfwerth NVQ 3 ar gyfer Cymorthyddion Addysgu neu gymhwyster neu brofiad cyfwerth Sgiliau rhifedd / llythrennedd da iawn	Gwybodaeth sylfaenol o gymorth cyntaf lle bo'n briodol	Ffurflen Gais / Cyfweiliad
2. PROFIAD PERTHNASOL	Profiad o weithio gyda neu ofalu am blant o oedran perthnasol Profiad o weithio gyda disgyblion ag anghenion ychwanegol		Ffurflen Gais / Cyfweiliad
3. GWYBODAETH A SGILIAU CYSYLLTIEDIG Â'R SWYDD	Gwybodaeth weithredol o'r cwricwlwm cenedlaethol a rhaglenni dysgu eraill perthnasol Dealltwriaeth o egwyddorion datblygiad plentyn a phrosesau dysgu, ac yn benodol, rhwystrau i ddysgu Gwybodaeth ymarferol lawn o bolisiau / codau ymarfer perthnasol ac ymwybyddiaeth o ddeddfwriaeth berthnasol Dealltwriaeth gyffredinol o'r cwricwlwm		Ffurflen Gais / Cyfweiliad

	<p>cenedlaethol / cyfnod sylfaen a rhaglenni / strategaethau dysgu sylfaenol eraill</p> <p>Y gallu i gynllunio camau gweithredu effeithiol ar gyfer disgyblion sydd mewn perygl o dangyflawni</p>		
4. RHINWEDDAU PERSONOL	<p>Gallu hunanwerthuso anghenion dysgu a mynd ati i chwilio am gyfleoedd dysgu</p> <p>Gallu uniaethu'n dda gyda phlant ac oedolion</p> <p>Gallu gweithio'n adeiladol fel rhan o dîm, gan ddeall swyddogaethau a chyfrifoldebau'r ystafell ddosbarth a'ch rhan chi o fewn y rhain</p>		Ffurflen Gais / Cyfweliad
5. GOFYNIION ERAILL	<p>Empathi at y Gymraeg a diwylliant Cymru</p>	Rhugl yn y Gymraeg	Ffurflen Gais / Cyfweliad

DENBIGHSHIRE COUNTY COUNCIL JOB DESCRIPTION

Job Title:	Behaviour Intervention Assistant - Rhyl High School
Grade:	5
Service:	Schools
Service Area:	Rhyl High School
Responsible to:	Ceri Ellis
Job ID Number / Date Issued:	03127

Job Purpose

Working under guidance: provide support in addressing the needs of pupils who need particular help to overcome barriers to learning.

Principal Accountabilities and Responsibilities

Support for Pupils

Provide pastoral support to pupils.

Support pupils to successfully access mainstream lessons.

Receive and supervise pupils excluded from, or otherwise not working to, a normal timetable. Check that all B2's are closed down daily with detentions set. Check that all B3's are set, e mail teaching staff to arrange for work to be provided and sign off/close when the expectations are met or escalate to HOY for further action.

Manage and supervise pupils in the Quiet Room ensuring an orderly and purposeful environment.

Attend to pupils' personal needs and provide advice to assist in their social, health & hygiene development.

Participate in comprehensive assessment of pupils to determine those in need of particular help.

Assist the Pastoral Team with the development and implementation of Individual Education/Behaviour/Support plans.

Support provision for pupils with additional needs.

Establish productive working relationships with pupils, acting as a role model.

Develop 1:1 and small group mentoring arrangements with pupils and provide support for distressed pupils.

Provide information and advice to enable pupils to make choices about their own learning/behaviour/attendance.

Challenge and motivate pupils, promote and reinforce self-esteem.

Provide feedback to pupils in relation to progress, achievement, behaviour, attendance etc.

Deliver agreed interventions on a 1:1 and to small groups.

Support the arrangements and delivery of Alternative Curriculum opportunities for pupils.

Support for the Teacher

Support pupils' access to learning using appropriate strategies, resources etc.

Work with other staff in planning, evaluating and adjusting learning activities as appropriate. Prepare all daily reports for pupils for distribution/collection.

Monitor and evaluate pupils' responses and progress against action plans through observation and planned recording.

Provide objective and accurate feedback and reports as required, to other staff on pupils achievement, behaviour, progress and other matters, ensuring the availability of appropriate evidence.

Be responsible for keeping and updating records as agreed with other staff, contributing to reviews of systems/records as requested.

Assist in maintaining accurate pupil records using the Behaviour Watch and SIMS systems.

Assist in the development and implementation of appropriate behaviour management strategies.

Establish constructive relationships with parents/carers, exchanging information, facilitating their support for their child's behaviour as well as undertaking meetings with parents.

Assist in the development, implementation and monitoring of systems relating to behaviour and integration.

Clerical/admin support e.g. dealing with correspondence, compilation/ analysis/reporting on attendance, behaviour, exclusions etc. making daily phone calls to parents etc.

Collate witness Statements, investigate incidents, facilitate restorative meetings between pupils.

Liaise with Heads of House to action/escalate BPM's and close down daily.

Support for the Curriculum

Implement agreed learning activities/teaching programmes, adjusting activities according to pupil responses/needs.

Be aware of and appreciate a range of activities, courses, organisations and individuals to provide support for pupils to broaden and enrich their learning.

Determine the need for, prepare and use specialist equipment, plans and resources to support pupils.

Support for the School

Undertake the role of 'On Call' - collect B2's, deal with 'missing' vulnerable pupils, visit 'Hot Spots', address any severe incidents that arise and may require exclusion - liaise with HT/DHT and close down. Sweeping corridors, dealing with any pupils out of lessons, address B1 refusals, escorting pupils to lessons & collecting detentions.

Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.

Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop.

Contribute to the overall ethos/work/aims of the school.

Support the Uniform process including phone calls to parents and appropriate follow up and recording on the Behaviour Watch system.

Establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of pupils.

Attend and participate in regular meetings with both parents and other professionals.

Participate in training and other learning activities as required.

Recognise own strengths and areas of expertise and use these to advise and support others.

Undertake lunch and break duties.

Undertake the role of First Aider within the school, with appropriate training as necessary.

Assist in the supervision, training and development of staff.

Implement planned supervision of pupils out of school hours.

Undertake supervision of detentions.

Supervise pupils on visits, trips and out of school activities as required.

Resources/Equipment/Material

Not Applicable.

Supervision/Management of People

Responsible for supervising the children.

Knowledge, Skills, Training and Experience

- Experience working with children of relevant age.
- Experience of working with pupils with additional needs.
- Very good numeracy/literacy skills.
- NVQ 3 for Teaching Assistants or equivalent qualification or experience.
- Full working knowledge of relevant polices/codes of practice and awareness of relevant legislation.
- Working knowledge of national curriculum and other relevant learning programmes.
- Understanding of principles of child development and learning processes and in particular, barriers to learning.
- Ability to plan effective actions for pupils at risk of underachieving.
- Full understanding of the range of support services/providers.
- Ability to self-evaluate learning needs and actively seek learning opportunities.
- Ability to relate well to children and adults.
- Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these.

Special Working Conditions

Not Applicable.

Employment Checks/ Specific Requirements

DBS Check, Health Surveillance, Satisfactory References. If you need further clarification on DBS checks please contact HR Direct for advice.

All new starters are required to undergo our standard safer recruitment checks; DBS clearance, 2 satisfactory references covering 3 years' employment, evidence of essential qualifications, evidence of Right to Work in the UK.

Denbighshire County Council recognises its obligations to safeguard children and adults together with preventing slavery and human trafficking and will do all in its power to prevent slavery and human trafficking within its business. Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery.

Safeguarding is everyone's business and all Denbighshire employees are required to work in accordance with the Council's Child / Adult Safeguarding policies and procedures and have a duty to report any concerns which may be noted during the course of their duties and are asked to be alert to the signs of exploitation. Concerns should be raised via their Designated Safeguarding Manager in order that the Council can take prompt action when exploitation is identified.

Vision/Context

This post was created to enhance the delivery of effective Pastoral support for pupils in the context of increasing pupil numbers on roll.

DENBIGHSHIRE COUNTY COUNCIL PERSON SPECIFICATION

The Person Specification sets out the skills, knowledge and experience that are considered to be necessary to carry out the duties of the post effectively. It will be used in the short-listing and interview process for this post. You should demonstrate on your application form how you meet these criteria as you will only be shortlisted if you meet all of the essential criteria (and desirable criteria where applicable).

Post Title:	Behaviour Intervention Assistant - Rhyl High School		
Service:	Rhyl High School		
Grade:	5		
<u>CRITERIA</u>	<u>ESSENTIAL</u>	<u>DESIRABLE</u>	<u>METHOD OF ASSESSMENT</u> Application Form / Interview / Presentation / References etc
1. EDUCATION & QUALIFICATIONS	<p>5 GCSE's or equivalent</p> <p>NVQ level 3 for Teaching Assistants or equivalent qualification or experience</p> <p>Very Good numeracy / literacy skills</p>	<p>Knowledge of first aid training as appropriate</p>	<p>Application Form/ Interview</p>
2. RELEVANT EXPERIENCE	<p>Experience of working with or caring for children of relevant age</p> <p>Experience of working with pupils with additional needs</p>		<p>Application Form / Interview</p>
3. JOB RELATED KNOWLEDGE & SKILLS	<p>Working knowledge of national curriculum and other relevant learning programmes</p> <p>Understanding of principles of child development and learning processes and in particular, barriers to learning</p> <p>Full working knowledge of relevant polices / codes of practice and awareness of relevant legislation</p> <p>General understanding of national / foundation stage curriculum and</p>		<p>Application Form / Interview</p>

	<p>other basic learning programmes / strategies</p> <p>Ability to plan effective actions for pupils at risk of underachieving</p>		
4. PERSONAL QUALITIES	<p>Ability to self-evaluate learning needs and actively seek learning opportunities</p> <p>Ability to relate well to children and adults</p> <p>Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these</p>		Application Form / Interview
5. OTHER REQUIREMENTS	<p>Empathy with the Welsh language and culture</p>	<p>Fluent in Welsh language</p>	Application Form / Interview