



Behaviour Support Practitioner

Scale: Grade 5 15 – 20

Hours: 37 hours per week/ 39 weeks per year

Purpose of job:

To coordinate, support and respond to behavioural requests and incidents as part of the on call system through the consistent implementation of the behaviour and relationship policy. The successful candidate will also be required to supervise the school inclusion room as required as part of the school's behaviour management system and will contribute to restorative practices to support reintegration back into lessons, promoting the importance of inclusion with the students.

Main Duties & Responsibilities

- To track, monitor and respond to behaviour incidences during the school day, providing support to teaching staff through consistent application of the school behaviour systems.
- To grip, gather evidence and move actions forwards following any serious behavioural incidents, so that any incidents can be reviewed effectively at the end of the day.
- To attend behavior meetings where necessary, moving forwards required actions in school the following day related to the Reflection or in school sanctions.
- To contact parents around specific behavioural incidents with an aim to support students in being more successful inside of school.
- To work with SLT, Year teams and attendance to support issues around disengagement and behaviour issues and to implement intervention strategies.
- Contribute to the Health & Safety of pupils and other staff in accordance with Health & Safety regulations and School Policy.

In addition:

- To supervise corridors during lessons, break and lunchtimes
- To support and promote the good behaviour of students at all times
- To promote good attendance and punctuality to all lessons

· To promote the emotional well-being of students and to support students in making healthy, safe lifestyle choices.

· Assist with the supervision of students, within contracted hours, out of lesson times, including before and after school and at break-times and lunchtimes.

· Assist with supervising afterschool detentions and ensure students follow expectations.

· To undertake child protection and safeguarding training.

· To carry out the duties and responsibilities of the post, in accordance with the School's Health and Safety Policy and relevant Health and Safety Guidance and Legislation.

· To actively work under the child protection framework to keep students safe from harm.

To undertake other duties appropriate to the post that may reasonably be required from time to time.

· At all times to carry out the responsibilities of the post with due regard to the School's Equal Opportunities policy.

· Create and maintain a purposeful learning environment.

· Promote positive behaviour and attitude to learning and uphold behaviour sanctions in line with the school behaviour policy where necessary.

· 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 the appropriate person.

· Contribute to the development of policies and practices which promote positive behaviour, social inclusion and emotional wellbeing.

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

· Provide support to the leadership team with restoration following incidents between lessons, at the start and end of school or at lunchtime.

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

· Attend and participate in relevant meetings as required.

· Participate in training and other learning activities and performance development as required.

To undertake any other duties and responsibilities after appropriate negotiations with post holder and relevant trade unions which do not change the nature of this post.

Person specification

- Has a proven ability to work under pressure.
- Proven track record of successfully working with disaffected young people
- Experience of assisting students with their learning
- Experience of assisting students in crisis

Skills / Abilities / Knowledge

- Strong listening/intervention skills
- Ability to remain positive under challenging circumstances
- Ability to manage emotional demands of working with young people with a wide range of behavioural, social and emotional problems
- An ability to communicate effectively with teachers, students and parents
- An ability to work independently and as part of a team.
- Good organisation, time management, communication and interpersonal skills.
- The ability to liaise with and gain the confidence of all school staff
- A clear understanding of the factors which lead to educational disaffection
- Knowledge and understanding of strategies to remove barriers to learning
- Knowledge of the range of additional support available for students in school
- Good ICT skills
- The ability to work flexibly
- Patience, resilience, tolerance and a genuine understanding of the difficulties that students may encounter with their school and home life
- The ability to find creative and imaginative solutions to problems

Attitudes

- An eagerness to gain experience, expertise and professional development through this position.
- A commitment to and an enthusiasm for the post
- Adaptability and a professional approach to the responsibilities of the post