

Job Profile:

Behaviour Support Worker

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| Salary scale: | B3 SCP 7-11 |
| Working hours: | 37 per week |
| Academy/department: | Bishop Young Academy |
| Responsible to: | Head of Pastoral Care |
| Nature of contract: | Permanent |



Job purpose:

To support the school's behaviour strategy as part of the wider behaviour support team.

Ensure individuals are supported to access opportunities to fulfil their potential at Bishop Young Academy. To actively develop the links between home and school, and to engage parents/carers in supporting their children's education and promote good behaviour.

Job specific responsibilities:

- Provide support with the lesson removal system (Session Manager / On call) and supervise withdrawn students.
- Support students with behaviour in lessons and around the school.
- Support staff in dealing with challenging behaviour.
- Undertake the supervision of detentions.
- Undertake supervision duties during the school day.
- To support the school's work to ensure good attendance and punctuality as required, including supporting at the school gate and late detentions.
- Establish positive working relationships with vulnerable students and their families in order to support their needs within school.
- Investigate incidents by taking statements, interviewing students and making recommendations to the Year Leaders.
- To develop restorative practices with the students in inclusion to ensure they are aware of the mistakes they have made and how they can prevent them from recurring.
- Support staff in improving behaviour, attendance and progress by working with designated groups and individuals as required.
- Support the Inclusion Manager in the internal inclusion room.
- Support and assist the wider behaviour support team as directed and as require
- Follow up safeguarding issues in line with school policies and procedures
- Establish working routines and maintain records/logs of casework and provide staff with requested information as required.
- To maintain a record of discussions with students, reporting to the relevant member of staff.
- To liaise with subject leaders for programmes of work for students to complete in inclusion.
- To challenge and motivate students to promote and reinforce high levels of self-esteem.
- To liaise with parents/carers when deemed appropriate to reinforce behaviour expectations of the school.
- To maintain appropriate records on Arbor and Class and report to the relevant staff.
- To attend meetings specific to behaviour management strategies and contribute to improving systems and procedures e.g., appropriateness of work set, amendments to procedures, improvements to learning environment and engagement of students.
- To work on improving student behaviour through:
 - Providing support for individual and small groups of students

- Participating in appropriate professional development as provided by the Academy/Trust or external providers.
- Participating in performance management
- To ensure that most pupils make good progress and achieve well by:
 - Ensuring that the individual needs of pupils are well catered for.
 - Assisting in ensuring the level of challenge set for pupils is realistic and pupils are productive.

Abbey MAT responsibilities

- Contribute to the overall aims and values of the academy and Trust, appreciate and support the roles of other members of the wider team and attend and participate in relevant meetings as required
- Comply with all academy and Trust policies and procedures including child protection, safeguarding, health, safety, welfare, security, confidentiality and data protection, reporting any concerns to the appropriate person
- To safeguard and promote the welfare of children for whom you have responsibility, or come into contact, including adhering to all specified procedures
- To promote and adhere to principles underpinning equalities in terms of employment and service delivery to ensure that colleagues are treated, and services deliver, in a fair and consistent manner.

The role holder must demonstrate a flexible approach to the delivery of the role. Consequently, the role holder may be required to perform work not specifically identified in this profile, but which is in line with the general scope, grade and responsibilities of the role.

People Profile:

| Aptitudes, qualities and values: | Essential | Desirable |
|---|-----------|-----------|
| Ability to work flexibly and collaboratively as part of a team as well as on own | ✓ | |
| An inspirational, caring practitioner operating with integrity, warmth and a sense of humour | | ✓ |
| Effective communicator, influencer and negotiator | ✓ | |
| Ability to be resourceful and think creatively in order to anticipate and problem solve | | |
| Learns continuously and effectively adapts behaviour and approach in response to feedback; able to evaluate own performance and focus development accordingly | ✓ | |
| Foster an open, fair and equitable culture, managing conflict where necessary | ✓ | |
| Confident, positive and approachable | ✓ | |
| Logical, methodical with a meticulous eye for detail | ✓ | |
| A keen user of technology, it systems and applications | ✓ | |
| A commitment to our mission and values demonstrated by current practice | ✓ | |
| Support the Christian ethos of Abbey Multi Academy Trust | ✓ | |
| Qualifications, knowledge, skills and experience: | Essential | Desirable |
| Evidence of high expectations which inspire, motivate and support students | ✓ | |
| Significant experience of working in a similar role within a school setting | ✓ | |
| Experience of initiating and maintaining successful working relationships with students, parents/carers, relevant agencies and other school staff | ✓ | |

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| Proven record of successful delivery of support to students in overcoming barriers to learning resulting in improved outcomes | ✓ | |
| Knowledge of, and ability to implement, positive behaviour systems and procedures | ✓ | |
| Proven ability to manage behaviour effectively to ensure and foster a safe, engaging, enjoyable and outstanding climate for learning | ✓ | |
| Understanding and practical experience of safeguarding policies and procedures to ensure students' wellbeing, in accordance with statutory provisions and policies | ✓ | |
| Knowledge of the wider educational context and national accountability frameworks | | ✓ |
| Confident user of technology, IT systems and applications to maintain accurate student records and communicate information effectively to others | ✓ | |
| Mental Health First Aider (or equivalent) | | ✓ |
| Ability and willingness to train as a first aider | ✓ | |
| Safeguarding and promoting the welfare of students: | Essential | Desirable |
| Appropriate motivation to work with children and young people | ✓ | |
| Ability to maintain appropriate relationships and personal boundaries with children and young people | ✓ | |
| Comply with the Trust's commitment to the protection and safeguarding of children | ✓ | |

Our Trust mission:

In partnership to Educate, Nurture and Empower

Our Trust vision:

Our academies will provide an environment which is welcoming, caring, calm, disciplined and purposeful and which will stretch our young people academically, support them pastorally and help them develop socially and spiritually.

Abbey MAT is committed to providing high quality education for all within an ethos which seeks to work in partnership to educate, nurture and empower through academic, vocational, mental, physical, cultural and spiritual opportunities so that each individual in our academies is able to achieve their full potential. Our vision and values underpin all the work of the Trust. Everyone is encouraged to explore their own spirituality and to recognise and understand that of others.

www.abbeymat.co.uk

