



Astrea Academy Trust

LEARN, THRIVE, SUCCEED

Role Profile

Behaviour Support
Worker

St Ivo Academy

ROLE SPECIFICATION

Academy / Department	St Ivo Academy
Post title	Behaviour Support Worker
Full time Salary	SCP 18 to 23, £31,537 to £34,470
Pro-Rata Actual Salary	£14,256 to £15,581
Working Pattern	19.5 hours, Permanent, Term Time Only
Pension	Local Government Pension Scheme
Working Hours	Monday to Wednesday, 8.15am to 3.15pm
Line Management Responsibility	No

ROLE SUMMARY

The Behaviour Support Worker (Alternative Provision) is required to work with the Pastoral and Curriculum teams, and within our alternative provisions to raise standards of student behaviour and conduct throughout the school day, both in the classroom, around the provision and the wider school.

KEY RESPONSIBILITIES

- ★* Work with the Senior Leadership Team and AP Manager in raising standards of student behaviour and conduct within the Alternative Provision
- ★* Support teaching staff in the implementation of the Astrea Behaviour and Culture Framework
- ★* Work with the Senior Leadership Team and AP Manager in the development and monitoring of strategies and procedures for improving and maintaining student behaviour and conduct
- ★* Support Pastoral and Curriculum staff in maintaining our core routines, supporting in our Reset room if required and supporting students in understanding and applying our behaviour curriculum
- ★* Use the behaviour dashboard to find areas/periods of concern where support is required
- ★* Support students in meeting our core routines by visiting students/lessons
- ★* Re-engage students with their learning in the classroom
- ★* Manage students displaying challenging behaviour
- ★* Use a range of strategies and techniques to de-escalate negative behaviour throughout the provision
- ★* Support students going to Reset and detentions when required and as requested
- ★* Carry out duties on morning arrivals, break and lunch time and end of the school day
- ★* Have a visible presence around the alternative provisions
- ★* Liaise with parents and carers as and when required
- ★* Support Pastoral, Curriculum and Attendance teams in empowering students to make the right choices about their own learning, behaviour, punctuality and attendance
- ★* Provide feedback to students in relation to behaviour, punctuality and attendance

- ★* Arrange and facilitate restorative meetings between students and staff
- ★* Contribute to the overall ethos/work/aims of the school
- ★* All employees are required to meet the expected level of performance necessary for undertaking their role, whilst demonstrating positive behaviours in line with Astrea Academy Trust Values
- ★* Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all employees to share this commitment
- ★* All employees are required to comply with all Astrea Academy Trust statutory and school policies and act in accordance with them as necessary
- ★* All employees are required to demonstrate a continued commitment to professional development and undertake all relevant mandatory training associated with their role

This list of key responsibilities is not intended to be exhaustive and is a general outline of the typical duties and responsibilities expected to be carried out whilst accepting that these may vary.

PERSON SPECIFICATION

	Essential	Desirable
Education and Training		
GCSE's, grade C/4 or above, or equivalent, including English and Maths	•	
Level 3 qualification in a relevant subject or a willingness to work towards	•	
Further academic qualifications or management training		•
Experience		
Experience of working with children / young people in an educational setting or other relevant setting e.g., volunteering with young people	•	
Experience of working in a pastoral role within an educational or similar setting	•	
Experience of working with children with challenging behaviour	•	
Remaining calm under pressure and managing challenging behaviour effectively.	•	
Knowledge		
Knowledge of data recording systems within schools	•	
Understanding of legislation and procedures relating to safeguarding and welfare and protection of children	•	
Understanding of how to work with and engage students	•	
Knowledge of positive behaviour strategies and de-escalation techniques.		•
Professional Skills		

The ability to be able to communicate effectively in a range of situations and be able to adapt style and approach were necessary to achieve the desired outcome	•	
The ability to manage change effectively	•	
High level personal IT skills and the ability to use these effectively in a range of situations	•	
Demonstrating patience when working with students who have complex needs.	•	
The ability to work under pressure and to deadlines	•	
Keeping accurate records of incidents and interventions.	•	
The ability to relate well to children and to adults	•	
Personal Qualities		
Confident, enthusiastic and motivated with a passion for education	•	
Commitment to self-development and continual improvement	•	
Strong relationship building skills with the ability to work as part of a team understanding Trust roles and responsibilities and own position within these	•	
Commitment to Diversity, Equality and Inclusion	•	
Ability to command credibility and respect	•	
Flexible and organised approach to work	•	
High levels of resilience and emotional maturity	•	
Inquisitive nature with sound problem solving skills, judgement and initiative	•	
Can-do attitude and solution focused approach with an ability to manage expectations	•	
Able to adapt to changing circumstances and new ideas	•	
High level of integrity with an ability to self-evaluate and reflect	•	

GENERAL RESPONSIBILITIES

- ★ ★ Contribute to the overall aims of the Trust and Academy Improvement Plans.
- ★ ★ Commitment to continual learning and development of skills.
- ★ ★ Behave in a manner that is professional, friendly and fair, demonstrating, and role modelling politeness and respectfulness.
- ★ ★ Demonstrate an excellent record of attendance and punctuality.
- ★ ★ Be aware of and comply with Trust policies and procedures including but not exhaustive of:
 - Acceptable Use of IT Policy
 - Code of Conduct
 - Keeping Children Safe in Education (KCSIE 2024)
 - Child Protection and Safeguarding Policy
- ★ ★ Work cooperatively as part of the Trust wide staff team.
- ★ ★ This role profile is not exhaustive and undertaking other duties may be

required.

THIRD PARTY CHECK

Is this role subject to the following checks?

Disclosure Barring Service Enhanced Check (DBS)	Yes
Section 128 (S128) check	No
Is this role a Senior Leadership Role with management responsibility for the academy?	

APPLICATION PROCESS

Due to the Education sector requirements and that we must comply with Keeping Children Safe in Education (KCSIE) an application form must be completed. We are unable to accept a CV as form of application. We recognise that our application forms are comprehensive. If you have any difficulties completing, please do contact recruitment@astreaacademytrust.org