



Job Description

Job Title: Behaviour & Learning Practitioner

Location: Derby Pride Academy



Job Description

Job Title	Behaviour Learning Practitioner
Location:	20 Orient Way Pride Park Derby
Hours per week:	37 Hours
Weeks worked per year:	Term Time Only (39 weeks)
Reporting to:	Behaviour Manager
Salary Scale:	Ex Derby City, Grade F, Point 15 – 20 FTE (Per Annum) - £30,024 - £32,597 Actual Salary - £25,938.18 - £28,161.04

Main purpose of Role

Working with the pupils across the curriculum, either within the classroom or withdrawn as directed by the class teacher, to support the educational needs of the pupils.

The Behaviour & Learning Practitioner, under the direction of the Behaviour Manager, will:

- Address barriers to learning for groups of pupils, both through small group and 1:1 support, to enable them to achieve their full potential.
- Develop and implement study support and out of school activities where possible.
- Be responsible for the day-to-day performance of their tutor group, supporting individual pupils to succeed.
- Participate in Quality Assurance processes to ensure standards are high (e.g. completing reports, creating Pen Portraits, creating Individual Behaviour Plans, etc.).

Behaviour & Learning Practitioners are required to attend the academy on the GCSE examination results day in August. This is set by JCQ and published in a timely manner.

Principal Accountabilities:

Key Responsibilities	<ul style="list-style-type: none"> • Taking into account the particular needs involved, to enable the pupil(s) to learn as effectively as possible both in group situations and individually, e.g., • Clarifying and explaining instructions • Ensuring the pupil is able to use the equipment and materials provided • Motivating and encouraging the pupil as required • Assisting in areas requiring development, e.g., language, behaviour, reading, spelling, handwriting/presentation, recording, social skills, etc. • Helping pupils to remain on task and finish work set • Meeting physical needs as required whilst encouraging independence • Providing targeted intervention in literacy, numeracy, behaviour, social skills, study skills organisational skills, etc., • To establish a supportive relationship with the pupil(s) and their parents/carers concerned. • To support the induction and review of placements of pupil in the academy. • To develop methods of promoting/reinforcing pupils' self-esteem.
-----------------------------	--

	<ul style="list-style-type: none"> • To monitor and report on behaviour and achievement of identified pupils, providing targeted intervention (both directed and using initiative). • To collaborate with the Attendance Officer to improve attendance and punctuality, providing targeted intervention (both directed and using initiative). • To act as a member of the team around the identified pupils, generating accurate and up-to-date records of all issues, interventions and communication by collaborating with the SENCO and Behaviour Manager. • To support identified pupils during off site enrichment activities as timetabled
	<p>Support class Teachers in the following ways:</p> <ul style="list-style-type: none"> • To record behaviour and achievement of pupils • To contribute to the maintenance of the pupil(s) records and other admin tasks. • To provide regular feedback about the pupil to a range of stakeholders including parents and commissioning schools • To work collaboratively with the teaching staff and co-form tutors • To model the importance of oracy across the academy • To reinforce Derby Pride Academy's Code of Conduct and uphold the academy's high expectations for behaviour, attendance and learning <p>Support the Senior Leadership Team in the following ways:</p> <ul style="list-style-type: none"> • To develop positive relationships to foster links between the students' home and our academy • To contribute to pupil reviews and monthly progress reports as appropriate • To participate in the academy's Staff Development Programme and INSET • To deliver student intervention and redirection work, in support of the graduated response to behaviour • To understand their professional responsibilities in relation to the academy's policies and practices, including those concerned with pastoral and personal safety matters, including bullying. • To carry out any other reasonable tasks as directed by the Senior Leadership Team which falls within the remit of the post. • To cover whole classes in the absence of teaching staff • To manage challenging behaviour in and out of the classroom and as part of the enrichment curriculum • To support pupils are focused and on track to meet the lesson objectives and commissioning targets • To support any pupils who are struggling with the work set for their lessons • To assist the Exams Officer with the preparation of exam rooms, ensuring rooms meet requirements • To invigilate examinations, following JCQ protocols • To provide support in accompanying the Attendance Officer for home visits of identified pupils, including holding meetings to improve attendance • To accompany pupils on educational visits, reward trips and vocational provision where required

	<ul style="list-style-type: none"> • To provide opportunities for pupils and staff to enhance the academies curriculum offer • Support curriculum delivery, and develop learning support materials and resources for individuals and small groups in collaboration with teaching staff • Contribute to student reviews and Annual Reviews for EHCP pupils • Support small groups and individual pupils with literacy, numeracy and other areas of the curriculum • Support with preparing meals for students • Provide supervision for pupils during social time • Be a point of contact for pupils in your tutor group and communicate frequently with parents • De-escalate challenging and aggressive behaviour, and assist all staff in maintaining agreed acceptable standards of pupil behaviour • Ensure safekeeping of all teaching resources and equipment • Contribute to the production of site displays • Support with general maintenance around the academy • Work as an agile, flexible, collaborative team member who can adapt to changing circumstances • Maintain confidentiality and observe data protection at all times • Carry out any other reasonable duties and responsibilities within the overall function, commensurate with the grading and level of the responsibilities of the post
--	---

This Job Description is non-exhaustive and sets out the main expectations of the post holder. This Job Description can be altered with the agreement of the postholder and will be reviewed regularly. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description

The MAT will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of all its students. We expect all staff, volunteers, and agency staff to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service (DBS) check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided.

Person Specification

Criteria	Essential
Education and Knowledge	<ul style="list-style-type: none"> • A good standard of secondary education to GCSE level or equivalent • A good standard of literacy and numeracy
Experience	<ul style="list-style-type: none"> • Of working with pupils who exhibit challenging behaviour and have been disaffected from their education • Of developing learning support materials for pupils with SEN and working 1:1 or with small groups.
Personal skills and general competencies	<ul style="list-style-type: none"> • Represent and promote the ethos and values of Esteem Multi-Academy Trust • Ensure pupil and staff safety following the academy safeguarding policy at all times • To be accountable for all decisions made within the parameters of the job description • Participate with performance management and training and activities that contribute to personal and professional development • Actively promote and act at all times in accordance with the policies of the MAT e.g. Safeguarding, Health and Safety, Equal Opportunities • Provide a high standard of customer service in all dealings internal and external to the MAT • Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified • Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description • The MAT will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition