

TITLE OF POST:	Director of Behaviour and Attitudes
GRADE:	
DATE OF APPOINTMENT:	
LINE MANAGER:	Deputy Head Teacher

Main purpose of the job

To promote all aspects of the welfare of the students of Barnhill School.

- To ensure that students have the skills to conduct themselves in a manner best suited to provide respect for all members of the school community; so that all can live and learn to the best of their potential.
- To champion and nurture a culture of wellbeing throughout the school community; to ensure that the social, emotional, mental health and pastoral needs of pupils are met to a level of best practice.
- To support the head teacher and lead governor for safeguarding in establishing and enhancing the school's pro-active and positive culture of safeguarding. To ensure that the Head and Governors are appropriately informed and advised in all matters of safeguarding.
- To ensure high quality achievement for all its pupils, academically and in their personal development.

Key aspects of senior leadership at Barnhill

- Providing support for all staff by maintaining a high level of visibility around the school site and contributing to whole school behaviour management.
- Ensure that safeguarding is given the highest priority at all times.
- Carry out systematic and rigorous self-evaluation and support others to do so.
- Collect and use data to understand the strengths and weaknesses of the school.
- Combine the outcomes of regular self-reviews with external evaluations in order to develop the School.

Safeguarding

To support the designated safeguarding lead (DSL) including:

- chairing meetings,
- making referrals
- record keeping

Teaching and learning

- Demonstrate personal enthusiasm for and commitment to the learning process.
- Demonstrate the principles and practice of effective teaching and learning.
- Initiate and support research and debate about effective learning and teaching.
- Acknowledge excellence and challenge poor performance across the school.

Behaviour & Attitudes

- To lead, develop, review and evaluate the school's behaviour and sanctions values, training and systems.
- To ensure the rewards system is a strong motivator for student attitudes.
- Develop learning support and pastoral support provisions which enable the school to cater for the needs of all children including those with additional needs.

Personal development

To strategically lead aspects of the personal development curriculum that is relevant to the behaviour and attitudes team, which includes:

- Tutorial Programme
- Assemblies
- Student Voice
- Student Leadership
- Monitoring of content and delivery of the PSHRE curriculum

Inclusion

- Develop and ensure the effective operation of the Inclusion of all students, onsite and offsite- ensuring correct monitoring and safety for all.
- To lead inclusion to ensure there is appropriate support for pupils who are vulnerable or at risk of suspension or permanent exclusion, such that they achieve positive outcomes.
- Oversight of the use of alternative provision to support pupils to be successful.
- Oversee the support for students with mental health issues and use relevant resources to support these students.
- Work in partnership with the Heads of Year, the Inclusion Team and the SEND Faculty to ensure the 'whole child is considered when planning interventions and reviewing impact and that communication is of a high standard.

Attendance

Support and lead the attendance team to ensure that attendance systems and processes are robust and that high levels of attendance are maintained.

Line Management

- Line manage Heads of Year / Pastoral Leads
- Lead the behaviour and pastoral team, ensuring strong coordination and consistent practice.

Developing self and others

- Foster an open, fair, equitable culture.
- Develop, empower and sustain individuals and teams.
- Collaborate and network with others within and beyond the School.
- Challenge, influence and motivate others to attain high goals.
- Give and receive effective feedback and act to improve personal performance.
- Accept support from others including colleagues and governors.
- Use the performance management systems effectively, in order to develop individuals and ensure accountability.

Managing the organisation

- Establish appropriate structures and systems within specified areas of responsibility.
- Sustain the existing structures and systems within the school.
- Ensure that policies and practices are consistently implemented across the school.
- Manage aspects of the School efficiently and effectively on a day-to-day basis.
- Delegate management tasks and monitor their implementation.
- Prioritise, plan and organise themselves and others.
- Think creatively to anticipate and solve problems.
- Manage any delegated budget, keeping appropriate records according to school requirements.

Community

- Providing support for all staff by maintaining a high level of visibility around the school site and contributing to whole school behaviour management
- Ensure that safeguarding is given the highest priority at all times
- Recognise and take account of the richness and diversity of the School's communities.
- Listen to, reflect and act on community feedback.
- Build and maintain effective relationships with parents, carers, partners and the community that enhance the education of all pupils.

Operations

The detail of the Operational aspects of this role will be shaped in line with the skills of the successful candidate and the Leadership Group areas of responsibility.

Key Performance Indictaors

The Key Performance Indicators will be shaped in line with the skills of the successful candidate.

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	Application	Assessment
Qualifications and CPD		
Graduate and Qualified Teacher Status	✓	
Evidence of continued professional development at leadership level	✓	
Commitment to ongoing research into school improvement	✓	
Knowledge/Experience		
Evidence of high quality teaching	✓	
The ability to think and act strategically at whole school level		✓
The ability to challenge, influence and motivate others	✓	✓
Highly tuned ability to analyse and use information to drive school improvement		✓
Evidence of raising educational achievement and standards for all students	✓	
Readiness to identify and respond to new challenges with good judgement and perseverance		✓
Excellent problem solving skills		✓
Engagement in collaborative partnership working, within and beyond the school		✓
Professional and Leadership Skills		
An ability to communicate with all stakeholders	✓	✓
An ability to track progress through school's data systems		✓
Outstanding presentation and communication skills – including in written communications	✓	✓
An ability to complete tasks to a high standard with attention to detail	✓	✓
Skilled at working with people and the ability to inspire and motivate others – both staff and students		✓
Relationships		
An ability to establish good working relationships with colleagues, students, parents and the wider community		✓
An ability to communicate effectively in oral and written forms	✓	✓
An understanding of and commitment to the effective promotion of the school	✓	
An ability to lead a team of tutors effectively	✓	✓
Personal Qualities/Attributes		
A positive, enthusiastic outlook, embracing risk and innovation		✓
Commitment and dedication to social justice, equality and excellence		✓
A high level of emotional intelligence		✓
Respect and empathy towards others		✓
Resilience, perseverance and optimism		✓
Decisiveness and consistency		✓
Drive for improvement and challenging underperformance		✓
Capacity to be flexible, adaptive and creative		✓
Capacity to receive and act on feedback to build on strengths and improve personal performance		✓

Due to the evolving nature of the school structure all job descriptions may need to be adjusted, through consultation, to meet the needs of the school.

All job descriptions should be read in conjunction with the operating Pay and Conditions document published by the DFE.

Barnhill Community High is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.