

## Education School Support Team

**JOB TITLE:** Behaviour Outreach Practitioner

**REPORTS TO:** Head of provision

**SUPERVISES:** Not Applicable

**BAND:** C

### JOB PURPOSE:

To support the social, emotional and behavioural needs of pupils through targeted interventions, individual mentoring, and outreach support. To improve behaviour for learning and reduce exclusions by working closely with pupils, staff, families, and external agencies.

### KEY CORPORATE ACCOUNTABILITIES

To actively promote the School's Equal Opportunities Policy and Diversity Strategy and observe the standard of conduct which prevents discrimination taking place

To maintain awareness of and commitment to the School's Equal Opportunity Policies in relation to both employment and service delivery

To fully comply with the Health and Safety at Work Act 1974 etc, the School's Health and Safety Policy and all locally agreed safe methods of work

At the discretion of the Head Teacher, such other activities as may from time to time be agreed consistent with the nature of the job described above

To work with colleagues to achieve service plan objectives and targets

To participate in Employee Development schemes and Performance Management and contribute to the identification of own team development needs, including training in First Aid and Positive Handling

### PRINCIPAL ACCOUNTABILITIES

#### 1. Direct Pupil Support

- Observe the pupil in different settings (e.g., classroom, playground) to understand triggers, patterns, and functions of behaviour
- Work 1:1 or with small groups of pupils with identified behavioural needs
- Use person-centred approaches to make the pupil feel heard, safe, and respected
- Implement and monitor individual behaviour plans
- Use de-escalation strategies and restorative approaches to manage conflict
- Teach pupils how to identify emotions, recognise triggers, and use self-regulation strategies and use a trauma informed approach when supporting the behaviour
- Act as a positive role model, mentor, and consistent adult figure

## **2. Intervention & Outreach**

- Observe classroom behaviour and provide practical feedback and strategy suggestions to staff.
- Provide outreach support to pupils in a variety of borough schools and across the Trust where appropriate
- Write detailed reports on the outreach visit which outlines recommendations and strategies to support with behaviour
- Monitor progress in a timely manner and ensure support is amended accordingly
- Support and deliver tailored behavioural interventions based on pupils' needs

## **3. Support to Staff**

- Demonstrate how to implement de-escalation techniques, classroom routines, or behaviour scripts.
- Contribute to the development and review of behaviour policies and whole-school systems
- Provide ongoing advice and emotional support to help staff manage challenging behaviour confidently.
- Model best practices in behaviour management
- Deliver training on topics like trauma-informed practice, emotion coaching, restorative approaches, or ADHD strategies.

## **4. Family & External Liaison**

- Work with families to ensure consistency in behaviour approaches at home and school.
- To understand family dynamics and provide support strategies to parents/carers.
- Attend meetings (e.g. Early Help, EHCP reviews) as required
- Liaise with external agencies including educational psychologists, social care, and CAMHS