



Job Description

Behaviour Support Worker

Salary Grade: Scale 3
Full time/Part time: 27.5 hours per week, 38 weeks per year (term time only)

Job Purpose

The Behaviour Support Worker will play a key role in supporting positive behaviour across the school, ensuring a safe, inclusive, and supportive learning environment for all pupils. They will support staff and pupils in managing behaviour effectively, implementing strategies to reduce suspensions, and fostering a culture of respect and engagement.

Safeguarding Responsibilities

- Demonstrate a commitment to keeping children and young people safe
- Report any disclosure made to you to the appropriate person
- Report any safeguarding concerns in the workplace to the appropriate person
- Maintain an awareness of the Trust policies in relation to safeguarding
- Ensure all behaviour management approaches align with safeguarding policies and procedures.

The Sigma Trust is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies in place which promote safeguarding and safer working practice across our schools.

Key Responsibilities

- Implement whole-school behaviour policies and procedures.
- Provide support and guidance to staff on managing challenging behaviour.
- Liaise with senior leaders, parents and external agencies regarding pupil behaviour.
- Maintain accurate records and reports on behaviour incidents and interventions.
- Provide targeted interventions for pupils with behavioural difficulties, offering one to one and small groups support.
- Promote restorative approaches to conflict resolution.
- Contribute to the development and implementation of personalised support plans for pupils with behavioural challenge
- To support in the planning and structuring of the learning experience which will promote more positive behaviour drawing on specialist skills and knowledge enabling effective response to pupils with SEMH needs.
- Promote pupils personal and social growth.
- Supervise and support pupils that may be isolated from lessons, ensuring they conduct the work that has been provided by teaching staff, ensuring that the safety and security of the pupils are maintained at all times through resistors and appropriate class management.
- To report on the work progress and behaviour of pupils whilst they have been out of the main classroom.

GREATER THAN THE SUM OF ITS PARTS



General

- Comply with individual responsibilities, in accordance with the role, for health & safety in the workplace
- Ensure all duties and services provided are in accordance with the trust's Equal Opportunities Policy
- The Trustees and Local Governing Committee are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment
- Participate in the performance and development review process, taking personal responsibility for identification of learning, development and training opportunities in discussion with line manager

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task needing to be undertaken may not be identified.

The postholder will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified within this job description.

This job description may be amended at any time following discussion with the Headteacher and/or CEO, and will be reviewed annually.

GREATER THAN THE SUM OF ITS PARTS