

POST TITLE: Behaviour and Engagement Lead	GRADE: 8 Scale 27-30
RESPONSIBLE TO: Assistant Principal	
DATE: 1 st September 2021	

Responsible for Behaviour and Engagement Team

Key liaisons **Multi Academy Trust School staff and leadership teams**
Parents and students
External agencies
Visitors
Governors

Hours of Work Full time, 37 hours per week, Term Time Only + all INSET days

Purpose of role **To provide proactive and reactive support across the school to students and staff to improve behaviour and engagement**

- To have and apply detailed skills and knowledge to ensure a consistent and effective approach to behaviour management across the academy
- To implement and monitor behaviour management strategies
- To develop and deliver a range of preventative approaches to behaviour Management
- To work with the senior and middle leadership to monitor the effectiveness of student plans
- To support all staff in addressing the behavioural, emotional and social needs of all pupils, but especially those pupils who need particular help to overcome barriers to learning
- To establish and maintain productive working relationships with pupils, acting as a role model and mentor
- To adopt a multi-agency approach to supporting pupils and their families with behavioural, emotional and social needs
- To meet the educational and social needs of a range of students, across a range of special needs including ASD, complex learning needs and challenging behaviour
- To act as one of the academy's deputy designated safeguarding leads

Principal Responsibilities

Providing support for pupils, teachers and the whole academy as outlined below

- To be a visible presence across the academy, modelling expected behavioural routines and effective behaviour management techniques
- Contributing to the preparation of individual pupil risk assessments, positive handling plans and individual behaviour plans
- Providing support to staff to write behaviour plans to ensure a consistent, yet individualised approach
- To provide specialist advice to staff in relation to setting behaviour targets and

monitoring the use and effectiveness of individual behaviour plans

- To work closely with teachers and the academy's SLT to identify pupils within each class who require specialist behavioural intervention
- To work with staff to ensure all behaviours are appropriately communicated and discussed with parents, working as part of a team approach for the pupil
- To develop and implement an intervention programme of activities to address behavioural, social and emotional needs of individuals and small groups
- Working with pupils to identify, set and monitor behavioural targets
- Provide feedback to pupils in relation to behaviour, both positive and negative
- Providing appropriate support and response in relation to safeguarding disclosures from pupils
- To manage a case load of identified pupils who require behaviour, emotional and social intervention
- Provide objective and accurate feedback and reports as required on pupil behaviour, ensuring the availability of appropriate evidence
- To engage in the academy's Senior leadership team providing behaviour updates, feedback and analysis data on an agreed basis
- To analyse behaviour trends across the academy and lead on appropriate actions to address those trends on an individual or small group basis
- To identify and introduce new and innovative approaches to positive behaviour
- To attend and liaise with multi-disciplinary colleagues and attend meetings
- To follow policy and procedures for following up a safeguarding concern using appropriate channels of communication to outside agencies
- To actively promote the use of CPOMS across the academy, supporting staff with using the programme
- Liaising and meeting with parents regularly regarding behavioural issues for identified students
- Contributing to the whole academy's Self Evaluation process.

Data Protection and Safeguarding

- Work within the requirements of Data Protection at all times
- Understand your responsibilities in relation to Safeguarding and child protection and how to highlight an issue / concerns
- Remain vigilant to ensure all students are protected from potential harm

General

- The post-holder will be expected to undertake any appropriate training provided by the Trust to assist them in carrying out any of the above duties.
- The post-holder will be expected to contribute to the protection of children and young people, as appropriate, in accordance with any agreed policies and/or guidelines, reporting any issues or concerns to their immediate line manager.
- The post-holder will be required to promote, monitor and maintain health, safety and security in the work place. To include ensuring that the requirements of the Health & Safety at Work Act, COSHH, and all other mandatory regulations are adhered to
- An Enhanced Disclosure with the Disclosure and Barring Service (DBS) will be undertaken before an appointment can be confirmed. The successful candidate will be required to disclose all convictions and cautions, including those that are spent; the exception being certain, minor cautions and convictions which are 'protected' for the purposes of the 'Exceptions' order. <https://www.gov.uk/government/collections/dbs-filtering-guidance>

This job description only contains the main accountabilities relating to the posts and does not describe in detail all of the duties required to carry them out. The post holder may be required to undertake other duties and responsibilities that are commensurate with the nature and level of the post.

Wellsway Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. For this post prior to appointment, Wellsway Multi Academy Trust will apply for an enhanced disclosure certificate from the Disclosure and Barring Service.

Person Specification - Behaviour and Engagement Lead	Essential (E) or Desirable (D)
Education	
Excellent numeracy and literacy skills	E
Relevant training for working with young people aged between 5-19	E
SEND qualification or training	D
Experience	
Evidence of suitability to work with children and young people	E
Experience of working with Children with an EHCP	D
Proven track record of successfully working with disaffected young people	E
Experience of working with challenging behaviour	E
Experience of inter-agency work	D
Skills	
An ability to communicate effectively with students, parents and multi-agencies	E
Training in the relevant learning strategies e.g. Numeracy Specialist skills	D
Full working knowledge of national/foundation stage curriculum and other relevant learning programmes/strategies/codes of practice	D
Ability to relate well to both children and adults.	E
Good understanding of principles of child development and learning processes.	E
Understanding of statutory frameworks relating to teaching.	E
Ability to self-evaluate learning needs and actively seek learning opportunities.	E
To work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these.	E
Good ICT skills	E
Knowledge of career and further/higher education opportunities open to young people	D
Attributes	
Committed to the Wellsway Multi Academy Trust aims	E
Committed to Equality and Diversity	E
Committed to own continuing professional development	E
A commitment and an enthusiasm for the post	E
Other	
Occasional work outside normal working hours - prior notice given	E
Good sense of humour	E