

Job Description & Person Specification

Behaviour Engagement Specialist



Job Description

Salary	Grade 4 (£24154 - £25776)
Reporting to	Assistant Head
Responsible for	N/a
Location	Newcastle Academy

General Duties

To work under the guidance of the Assistant Head to provide the day to day supervision of the behaviour support system and provide pro-active support in addressing the behaviour management needs of pupils.

To do other reasonable tasks as required from time to time at the discretion of the Headteacher.

Newcastle Academy is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. This post is subject to an enhanced criminal records check.

Overall Responsibility

To provide the day to day supervision of the behaviour support system.

Specific Duties: Undertaking the following responsibilities:

1. Support for Pupils

- Support the tracking of student's behaviour and offer intervention support to minimise the reoccurrence of negative behaviours
- To supervise students following referrals related to behaviour incidents and carry out appropriate follow up actions
- Consider any additional strategies to support students to help them manage their own behaviour
- Provide feedback to students and teachers in relation to improving engagement in learning
- To contribute to raising standards by ensuring high standards as promoted for pupils
- Administer immediate basic first aid.

2. Support for Organisational Management

- Support pupils' access to learning using appropriate strategies, resources etc.
- Use a range of support strategies involving staff and parents/guardians, in order to deal effectively with day to day academic, behaviour and social issues that arise.
- Assist in maintaining discipline through the implementation of the academy's behaviour management strategies.

- Identify specific factors that might be impacting on behaviour – for example, if it happens at a certain time of day or in specific classes
- Establish constructive relationships with colleagues, parents/carers and exchange information.

3. Support for the Curriculum

- To provide support for students in accessing the curriculum from outside of the classroom setting
- Be aware of the need for different teaching and learning approaches that support pupils' access to learning.

4. General

- Contribute to the overall ethos/aims of the academy
- Participate in training, other learning activities and performance development as required.
- Attend and participate in relevant meetings as required.
- The post holder is required to be aware of and comply with policies and procedures relating to child protection, equal opportunities, health and safety, security, confidentiality and data protection, reporting all concerns to the appropriate person.
- The post holder has a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work. This post requires the post holder to undertake an Enhanced DBS with barred list check.

Please note that this is illustrative of the general nature and level of responsibility of the work to be undertaken. It is not a comprehensive list of all tasks that the post holder will carry out. The post holder may be required to undertake other duties that may be required from time to time within the general scope of the post.

This job description may be amended at any time in consultation with the post holder.

Person Specification

Requirements		Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ▪ GCSE Maths and English or equivalent at Level 4 or above ▪ Evidence of continuing professional development 	*	*
Work related experience / Specialist knowledge	<ul style="list-style-type: none"> ▪ Knowledge and understanding of the issue faced by young people ▪ An ability to empathise, relate and communicate with young people for a variety of social and cultural backgrounds ▪ Strong, proven behaviour management skills over a period of 2 years ▪ Experience of creating resources that further support pupils to access the curriculum. 	* *	* *
Aptitudes, skills and abilities	<ul style="list-style-type: none"> ▪ Able to work flexibly, independently and as part of a team ▪ Trustworthy and dependable ▪ Polite and professional – able to communicate with all stakeholders and external agencies ▪ Good communication and interpersonal skills, commitment and enthusiasm ▪ The ability to build meaningful relationships with young people while maintaining professional boundaries ▪ Excellent networking, motivational and influencing skills 	* * * * *	
Other	<ul style="list-style-type: none"> ▪ Newcastle Academy is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS with barred list check. 	*	



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