



Job Description: Behaviour Intervention Leader

Post Title:	Behaviour Intervention Leader
Job Purpose:	To create a collaborative inter-school partnership across Sheffield that promotes inclusive education, enhances student outcomes, and drives innovative solutions to current challenges. By strengthening ties between schools and the wider community, this partnership will foster a more supportive and holistic approach to education.
Responsible to:	Sector Inclusion Lead
Responsible for:	N/A
Working Relationships:	We believe that the most effective educational change happens when schools, educators, and communities work together. By fostering strong partnerships across our network of schools throughout Sheffield, we create a united front to tackle shared challenges, exchange best practices, and amplify impact. Collaboration is at the heart of everything we do, ensuring that no school is left to face difficulties alone.
Hours of Work:	37.5 Hours per week (08:00 – 16:00) – Term Time only
Grade and Range of Post:	NJC spinal column point 26 - £36,124 per annum pro rata (actual salary £31,491 per annum)
Location	Based out of Notre Dame High School, Sheffield, with work across multiple secondary schools within a Compass network hub.
Disclosure Level:	This post is subject to an enhanced DBS check
Main / Core Duties:	<p><i>Behaviour Intervention and Mentoring</i></p> <ul style="list-style-type: none">• Deliver one-to-one and small group intervention to support students in improving behaviour, engagement, and well-being.• Work with students who need additional support, including those in alternative learning environments, to help restore relationships and reintegrate into normal lessons.



Job Description: Behaviour Intervention Leader

	<ul style="list-style-type: none">• Identify and assess the needs of students requiring extra support and develop individual action plans to track progress.• Support students with a diverse range of additional needs, including those displaying relationship-seeking behaviours.• Working in partnership with other schools to support students accessing offsite directive provision.• Supporting with the reduction of suspensions and permanent exclusions. <p><i>Collaboration and Parental Engagement</i></p> <ul style="list-style-type: none">• Work closely with school staff, pastoral teams, and external agencies to provide coordinated support for students.• Build strong relationships with families to foster open discussions about student needs and encourage positive behaviour at home. <p><i>Behaviour Support and Inclusion</i></p> <ul style="list-style-type: none">• Promote high expectations for all pupils, ensuring they make good academic and personal progress.• Assist in the development and delivery of targeted intervention programmes that proactively support inclusion and restorative approaches.• Support students in demonstrating and maintaining good behaviour in line with school policies.• Encourage students' confidence and self-esteem through structured interventions and positive reinforcement.• Foster inclusive behaviour approaches through collaboration and innovation across the Compass network. <p><i>School Presence and Attendance Support</i></p> <ul style="list-style-type: none">• Be a visible presence in and around the school at key times of day to support students and staff.• Work to improve attendance and punctuality, recognising the link between attendance, behaviour, and student well-being.• Support the re-integration of excluded pupils or those following an alternative timetable. <p><i>Safeguarding and Professional Responsibilities</i></p> <ul style="list-style-type: none">• Follow all relevant legislation, guidance, and procedures regarding child protection, safeguarding, and health & safety.
--	---



Job Description: Behaviour Intervention Leader

	<ul style="list-style-type: none">• Support the development of resources and strategies to promote positive behaviour across the school.• Undertake additional responsibilities as required by the Sector Inclusion Lead to support the evolving needs of the network.
Management Information and Administration:	<p>To maintain the confidentiality of all personal and financial information relating to the activities of St Clare CMAT and related parties.</p> <p>Ensure compliance with the requirements of GDPR.</p>
Communications:	<p>To ensure all communications with service users and stakeholders reflect the culture and values of St Clare CMAT.</p>
Marketing and Liaison:	<p>Develop, nurture and maintain the positive image of St Clare Catholic Multi Academy Trust.</p>
Corporate Responsibility:	<p>To abide by and implement all policies and procedures of St Clare CMAT, including being aware of and responsible corporately and individually for Health and Safety.</p>
Other Specific Responsibilities:	<p>To contribute to the overall aims and objectives of St Clare CMAT by ensuring the core values are exemplified in your attitude, language and behaviour.</p> <p>To continue personal development in areas relevant to your role and to participate in staff performance management and appraisal reviews.</p>
General Statement:	<p>This job description sets out the main duties and responsibilities of this post at the time of drafting. It cannot be read as an exhaustive list. It may be altered at any time in consultation with the post holder.</p>
Safeguarding:	<p>St Clare CMAT is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.</p>
Date:	<p>13th March 2025</p>