**Post:** ContinU Plus Academy – Behaviour Lead

**Scale range: Scale 4 Point 8 – £20,493 – Pro Rata**

**37 hours per week, term time only (plus 5 TEDs), initial 12 month contract**

**Responsible to:** Pastoral Lead

**An exciting opportunity....**

Join a close knit team of dedicated individuals to transform the life chances of vulnerable and disadvantaged pupils in the Wyre forest and Hagley area.

Be an integral part of our school, helping children shape their methods of communication into socially appropriate interactions, preparing them for success and happiness in life after school.

**Purpose of the Position:-**

To lead our pastoral support team supporting the teaching staff in their work with secondary age (11 – 18) disaffected young people and those with emotional and behavioural difficulties. You will help raise pupils’ standards of achievement and help enable them to become independent learners. You will play a proactive and pastoral role in positive behaviour management as well as interacting with the young people during extra-curricular times, encouraging them to participate in the social and academic life of the school.

**Main Duties and Responsibilities:-**

* To track behaviours and provide data for SLT and Governors.
* To coordinate the effective implementation of the CPA’s Positive Behaviour Policy.
* To provide rapid response to the CPA staff using and having responsibility for the on call system.
* To monitor and report on pupils out of class.
* To provide a physical presence on corridors during the school day.
* To work directly with SLT to monitor and improve pupil engagement and involvement in lessons.
* To liaise with parents/carers on behavioural issues.
* To provide behavioural training to staff and pupil information through CPD.
* To provide therapeutic support to pupils who are struggling to engage with classes and staff in cooperation with the Pastoral Lead with the aim of re-engagement in class.
* To complete a vulnerable behaviours /out of class RAP and provide CPD to staff groups.

### Support for pupils

* Safeguard and promote the general wellbeing and health of individual pupils and of any class or group of pupils.
* Support pupils’ learning activities, attend to additional learning needs, and help in development;
* Support pupils’ in their individual learning and development, for example, in their acquisition of cognitive and learning skills;
* Help pupils to develop their literacy and numeracy skills, and thus to improve their attainment across the curriculum.
* Help with the care and support of pupils;
* Establish and maintain relationships with individual pupils and groups;
* Be an effective model for pupil behaviour.
* Work with pupils on individual targets set by teaching staff
* To work with teachers in CPA in order to co-ordinate the provision for pupils with behavioural difficulties

### Support for teachers

* To work with the Head teacher and Pastoral Lead to ensure that behaviour support is efficient and effective across the CPA.
* To work closely with other support services and others to improve and support pupil behaviour.
* To ensure that the programmes for individual pupils remain appropriate.
* To liaise closely with parents, including home visits, other professionals and agencies to complete and distribute the Individual Behaviour Plans, Pupil Risk Assessments, SIMS Reports, Incident Reports and Positive De-escalation Plans where necessary.
* To contribute to CPA plans in relation to Behaviour/Social Inclusion issues.
* Contribute to the planning and evaluation of learning activities;
* Assist in the recording of pupils’ progress.
* Help with classroom resources and records;
* Contribute to the management of pupils' behaviour, both in the classroom and around the school, as required;
* Provide support for learning activities;
* Support the use of ICT in the classroom;
* Assist in the maintenance of a safe environment for pupils and staff;
* Assist in the presentation of display materials;
* Support teaching staff or senior colleagues with routine administration.
* To take part in the rota for duties at lunchtimes as required and work proactively with young people at these times.
* Participate in offsite activities or other out of school activities.
* Any other duties which may reasonably be requested by the Head teacher or Pastoral Lead to ensure the smooth running of the school.
* Assist in delivering and planning behaviour management training for teaching and support staff.

**Notes:**

1. The above responsibilities are subject to the general duties and responsibilities contained in the most recent statement of conditions of employment.
2. The Governing Body reserves the right to alter the content of this Job Description after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility
3. The duties described in this Job Description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the Council’s Equal Opportunities Policy.