



Job Description and Person Specification

Job title: Behaviour Specialist Teacher

Salary: UQT/MPS/UPS

Contract type: Permanent and Full time

Reporting to: Assistant Headteachers, IPSL, (Inclusion Pastoral and Safeguarding Lead), Deputy Headteacher, Headteacher

Main purpose

- To work as part of the Pastoral team (FLO team, SEN team) to support pupils and staff as part of the school's approach to behaviour and emotional needs
- Complete teaching as part of the role, as PPA and work with the teacher modelling good practice, supporting staff
- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards

Duties and responsibilities

Teaching

- Work with the behaviour team to support other staff, including modelling teaching and supporting teachers within classrooms as part of sharing good practice
- Teach whole classes and groups, including PPA, within the school
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Provide constructive feedback to pupils on their learning
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for tests, internal and external, if required
- To be on call as part of the pastoral team and to support pupils or staff where needed with techniques or support

Whole-school organisation, strategy and development

- Be part of the Behaviour and Pastoral team and contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the wider life and ethos of the school
- Work with others on pastoral development of pupils
- Provide cover, in the unforeseen circumstances that another teacher is unable to teach

Health, safety and discipline

- Promote the safety and wellbeing of pupils
- To ensure that any training is followed when supporting or handling pupils
- Maintain good order and discipline among pupils, managing behaviour effectively
- To ensure a good and safe learning environment

Professional development

- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own practice
- Prioritise and manage their own time effectively, particularly in terms of balancing the demands placed on them by planning, preparation, assessment and subject leadership
- Reflect on and evaluate own effectiveness, practices and methods

Working with colleagues and other stakeholders

- Communicate effectively with pupils, parents and carers to build respectful relationships
- Communicate well and effectively with all members of staff
- Communicate effectively with Governors
- Communicate well with external providers
- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Communicate clearly with external professionals both in spoken and written form where needed
- Develop effective professional relationships with colleagues

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities
- Lead by example as a role model for other colleagues, professionals' pupils and parents

Other areas of responsibility

- Monitor and evaluate the quality of behaviour support
- Report to leaders
- Support staff and parents with development of behaviour support for all pupils
- Participate in and contribute to parent/teacher consultation evenings through sharing of information or strategies
- Provide guidance and advice to pupils and parents on educational and social matters
- Make a positive contribution to the wider life and ethos of the school through the School Values and School Motto

Safeguarding

The teacher will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out.

Other

The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

Person specification

Criteria	Essential	Desirable
Qualifications and experience	<ul style="list-style-type: none"> • Primary teaching experience – any year group • Unqualified or Qualified teacher status • Experience of working with young children • Working within a team 	<ul style="list-style-type: none"> • Experience of SEND • Experience of a behavioural role • Experience of working with staff to improve behaviour in class and 1-1 • Behaviour/SEN qualifications • Step on Tutor training or willingness to be trained
Skills and knowledge	<ul style="list-style-type: none"> • Knowledge and use of effective behaviour management strategies • Ability to support and adapt teaching to meet pupils' needs • Ability to build effective working relationships with pupils and staff • Knowledge of the National Curriculum • Knowledge of effective teaching and learning strategies • Good understanding of how children learn • Ability to communicate effectively with parents and other stakeholders 	<ul style="list-style-type: none"> • Good ICT skills, particularly using ICT to support learning • Knowledge and understanding of assessment to support progress • Knowledge of how to support other staff • Knowledge of behaviour strategies
Personal qualities	<ul style="list-style-type: none"> • Commitment to getting the best outcomes for all pupils • Commitment to the promotion of the ethos and values of the school • Calm and positive approach to difficult situations • Empathetic compassionate approach towards others • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality • High expectations of self as a role model to others 	

Notes:

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