

Phoenix School



Our Values

Community | **R**espect | **E**ngagement | **A**spiration | **T**rust | **E**quality

BEHAVIOUR SUPPORT ASSISTANT

April 2024 Start or as soon as possible

Salary: NJC Scale 5 or 6 £31,716 - £35,862 Pro-Rata – Dependent on Experience

Actual Salary Starting from £27,524 - £31,687

Working Arrangements: Permanent | Term-Time Only | 35 Hours Per Week 8:45am – 3.30pm (including one evening until 5pm & one evening until 4pm)

We are currently looking to appoint a Behaviour Support Assistant who will work across the secondary and sixth form department. Candidates should have experience of working with autistic pupils with a range of sensory and communication needs, in an SEN setting. Candidates must have an understanding of positive behaviour and de-escalation strategies, and have a track record of implementing strategies to support dysregulated behaviour.

Split over three main sites with additional Satellite provisions, Phoenix supports young people aged between 3 and 19. We are an award-winning and “Outstanding” school (Ofsted, Nov 2018) accredited through the National Autistic Society and praised for our creative approaches. We are committed to safeguarding and promoting the welfare of our young people.

The Role

- To work with the Assistant Head: Pastoral and Staff Development across a range of classes in Upper to implement interventions, following an agreed daily timetable
- To respond to incidents of behaviours that challenge, providing support for the team and physical intervention when needed in line with the whole school policy on behaviour
- To support class teams to analyse and problem-solve behaviours that impact on learning.
- To plan and implement specific strategies from the whole school policy on behaviour including 5P Approach, Team Teach and SCERTS
- To support with OT and sensory strategies and programmes in the classroom and the therapy rooms
- Support class teams with implementing and reviewing behaviour support plans and effective Green Zone strategies.
- To record evidence of how interventions have impacted on learning outcomes
- To support training sessions or behaviour workshops as Team Teach tutors
- To work with the Assistant Head: Pastoral and Staff Development as part of the school’s multi-disciplinary approach to positive behaviour support and interventions

Our offer

The school will provide training in positive behaviour approaches, including TEAM TEACH. There will be a bespoke training offer for the successful candidate which will cover communication, sensory needs and emotional regulation.

The post would suit an energetic and creative professional who is looking to make a difference to the lives of autistic young people who have complex needs as well as furthering their own professional development.

How to apply:

The application form can be found on the School website www.phoenix.towerhamlets.sch.uk and TES

Please return completed application form to: recruitment@phoenix.towerhamlets.sch.uk

Closing Date: 9am 23rd February 2024

Shortlisting Date: 26th February 2024

Interviews & Assessment Date: 5th March 2024

It will not be possible to re-arrange these dates.

If you are intending to apply, please ensure you are available to attend for an interview.

If you would like to discuss the post or visit please contact

Alix Bevington: alix.bevington@phoenix.towerhamlets.sch.uk or

Katie Lambert: katie.lambert@phoenix.towerhamlets.sch.uk

The Governing Body of the school is committed to safeguarding and promoting the welfare of children, young people, and staff. The Executive Headteacher must ensure that the highest priority is given to following all safeguarding guidance and regulations. The successful candidate will require an enhanced DBS clearance. All of the school's Safeguarding and Child Protection policies are available on the school's website. We welcome applications from suitably skilled candidates regardless of ethnicity, gender, disability, sexuality, religion or age.