

Bristol Cathedral Choir School

Behaviour Support Lead

Job description

Job title	Behaviour Support Lead
Location	Bristol Cathedral Choir School, BS1 5TS
Salary	Support Staff Scale: N27-N31 Gross annual equivalent salary range: £38,220-£41,771 Term time only actual salary range: £31,647 - £34,587
Role Summary	The post holder will be responsible for the analysis of changing patterns of behaviour across the school, the set-up and running of the behaviour support unit (BSU) and other administrative support for the pastoral team, as required.
Working pattern	Full time – 37.5 hours per week, 8am to 4pm.
Responsibilities	<ul style="list-style-type: none"> • Promoting and safeguarding the welfare of children and young persons for who you are responsible and with whom you come into contact. • Role model the behaviours associated with positivity, team playing, rule following and attentiveness to detail; • Improve and maintain the functioning of Behavioural Support Unit (BSU), including the quality assurance and appropriateness of the tasks being completed by students; • Supervision of the BSU for approximately 50% of the timetabled week (approximately 12.5 hours per week); • Managing the BSU rota and Inducting new BSU supervisors to ensure consistency of the provision; • Support with school duties (both lesson and unstructured time) and detentions as required; • Monitor behaviour trends within the school and feedback to the appropriate professionals, as directed by the Assistant Head – Behaviour & Attitudes; • Organise suitable interventions, including mentoring, for those students who are repeatedly in the BSU and show little appetite to change behaviour;

	<ul style="list-style-type: none"> • Support with the administration of PEX and suspension paperwork; • Attend pastoral meetings, including daily morning briefings, Heads of Year meetings, and present information in a coherent, rigorous way; • Represent the school in meetings with external agencies, including BIFAP. <p>Note: The duties outlined in this job description may be modified, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title. This document does not form part of your contract of employment with the school.</p>
Reporting to	Assistant Headteacher (Behaviour & Attitudes)
Safeguarding	<p><i>We are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff and volunteers to share this commitment. All posts at Amplify Education are subject to pre-employment checks including, but not limited to, initial and periodic enhanced level checks with the Disclosure and Barring Service.</i></p>

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Person Specification

We are committed to creating an inclusive working environment. If you are excited about this role and can demonstrate many but not all of the areas below, we would encourage you to apply as you may just be the person we are looking for.

The listed criteria will be reviewed across the stages of our recruitment process, including application form, personal statement (within the application form), interview, references and certificates.

Skills and personal attributes:

(Personal competencies, qualities, attitude and behaviours that will allow you to perform effectively in the role, ensuring the safeguarding and welfare of children and young people)

Essential for this role:

- Commitment to safeguarding and promoting the welfare of children, young people and adults.
- A dynamic leader and a **teampayer**;
- A **positive disposition** with a good sense of humour especially when encountering change;
- A high level of **attention to detail**;
- A **rule follower**;
- Values based and outcomes driven;
- Genuine care and respect for students and colleagues;
- A high level of professional integrity;
- Able to work well under pressure;
- 'Can do attitude', willing to engage in the whole of the school's life.
- Fully embrace the mission and values of the school;
- Maintain the highest expectations of all students and all staff;
- Communicate effectively with the teams you lead and with the leadership team.

You are likely to have:

- A curiosity to understand the motivations of students who often present negative behaviours;
- A calm demeanor, even when things are going wrong; and
- A desire to 'sweat the small stuff' and not let things go even if you know the difficult background a child may have.

You may have:

- Personal interests and enthusiasms that you can bring to the school community.

Knowledge and qualifications:

(Professional, technical or academic qualifications that you have achieved relevant to this role)

Essential for this role:

- A minimum of 5 good GCSEs (or equivalent) including English and maths; and
- Commitment to further professional development.

You are likely to have:

- Level 3 or equivalent qualifications; and
- Knowledge of suspension and PEX processes.

You may have:

- QTS;
- A good degree; and
- Evidence of continuous professional development in preparation for a middle leadership role.

Experience:

(Please draw upon experience and achievements gained through paid employment, voluntary work or personal life experience relevant to this role)

Essential for this role:

- Experience of basic analysis, processing and interpreting data;
- Experience of pastoral work;
- Experience in leading change; and
- Evidence of high impact.

You are likely to have:

- Experience of pastoral work within school settings; and
- Experience of presenting information in meetings.

You may have:

- Experience in making difficult decisions about the deployment of resources.

Other Requirements:

Essential for this role:

- A willingness to commit to supporting all faith activities in a faith designation school.



You are likely to have:

- A track record of fostering an open, fair and equitable culture.

Amplify Education is an equal opportunities employer and recognises the strength in diversity. Our schools have a wide range of cultural, socio economic and religious influences and we use this to ensure that we broaden our understanding of each other and the world. Applications are welcome from all suitably qualified candidates regardless of race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, gender reassignment, disability or age, and maternity, marital or civil partner status. We particularly encourage applications from under-represented groups.

As part of our commitment to equal opportunities, we ask that all applications are made using our application form and are accompanied by an equal opportunities form. The equal opportunities form is anonymous and is not shared with the shortlisting panel.