JOB DESCRIPTION AND PERSON SPECIFICATION

LYNN GROVE ACADEMY
Creative Education Trust

Job Title	Behaviour Support Lead	**Location**	Lynn Grove Academy
Salary	NJC point 18 £32,578 (FTE), Actual £28,740	**Hours**	37 hours, 40 weeks
Department	Pastoral	**Reports To**	Assistant Principal for Community and Standards

JOB PURPOSE:

The Behaviour Support Lead will lead the school's daily on-call system, working proactively with students, staff, and families to maintain high standards of behaviour whilst embracing the school's Therapeutic Thinking approach. They will build positive relationships with students, support them through moments of difficulty and dysregulation, and help them successfully re-engage with learning.

The role requires a calm, resilient, and highly effective practitioner who can balance nurture and support with clear expectations, ensuring students receive the right intervention at the right time.

KEY RESPONSIBILITIES AND DUTIES:

Behaviour and On-Call Support

- Lead and coordinate the school's behaviour on-call system throughout the school day.
- Respond promptly and professionally to requests for support from teaching staff.
- Work closely alongside the SEND On-Call colleague to ensure consistent and effective support for students.
- Support students who are experiencing dysregulation, emotional distress, or behavioural difficulties to help them regulate and return to learning successfully.
- Maintain high expectations for behaviour, attendance, and conduct in line with the school's policies and values.
- Monitor incidents and identify patterns of behaviour, escalating concerns where appropriate.

Reflection Room and Reintegration

- Act as the key liaison between classroom teachers and the Reflection Room provision.
- Support students when they are removed from lessons, ensuring a calm and purposeful transition to the Reflection Room.
- Help students settle quickly, understand the reasons for their removal, and complete restorative conversations where appropriate.
- Facilitate successful reintegration back into mainstream lessons.
- Work collaboratively with teachers to ensure students understand expectations and are supported to achieve success moving forward.

Student Support and Pastoral Care

- Develop positive, professional, and trusting relationships with students across the academy.
- Work closely with the wider pastoral team, Heads of College, SEND colleagues, and safeguarding staff to provide coordinated support for students.
- Take a holistic view of student needs, recognising the impact of social, emotional, and environmental factors on behaviour.
- As required, support the implementation of individual behaviour support plans and pastoral interventions.

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- Encourage students to reflect on their choices and develop strategies for self-regulation and resilience.

Therapeutic Thinking and Inclusion

- Champion the school's Therapeutic Thinking approach, ensuring students are supported with empathy, consistency, and understanding.
- Contribute to the development of inclusive behavioural practices across the academy.
- Support colleagues in understanding and applying therapeutic approaches to behaviour.
- Promote a culture where students feel valued, understood, and supported to succeed.

Interventions

- Deliver to support targeted interventions for individuals and small groups.
- Where appropriate, deliver emotional wellbeing and resilience programmes, including ELSA-style interventions.
- Monitor and evaluate the impact of interventions, maintaining accurate records and reporting outcomes.

Communication and Partnership Working

- Liaise effectively with staff, students, families, and external agencies as required.
- Communicate behavioural, pastoral, and welfare concerns appropriately and professionally.
- Contribute to meetings, reviews, and multi-agency discussions when required.
- Maintain accurate records of incidents, interventions, and student support.

JOB REQUIREMENTS:		
	Essential	**Desirable**
QUALIFICATIONS	• Educated to GCSE level (or equivalent) including English and Mathematics. • Relevant qualifications or training in behaviour support, pastoral care, youth work, education, SEND, counselling, ELSA, or a related field, or a willingness to undertake training.	
EXPERIENCE	• Experience of working with young people in a school, educational, youth work or similar setting. • Experience or supporting students with behavioural, emotional, or social needs. • Experience of building effective relationships with young people who may be vulnerable or challenging.	

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	• Experience of working collaboratively as part of a wider team.	
KNOWLEDGE AND UNDERSTANDING	• Understanding of behaviour as a form of communication. • Understanding of the challenges faced by young people with additional needs, social and emotional difficulties, or trauma-related behaviours. • Knowledge of restorative and therapeutic approaches to behaviour support. • Awareness of safeguarding responsibilities and child protection procedures.	
SKILLS AND PERSONAL ATTRIBUTES	• Excellent interpersonal and communication skills. • Ability to remain calm under pressure and respond appropriately to challenging situations. • Strong relationship-building skills with students, staff, and families. • High levels of resilience, patience, and emotional intelligence. • Ability to adapt approaches according to the needs of individual students. • Strong organisational skills and attention to detail. • Ability to work independently whilst also contributing positively to a team. • Commitment to inclusion, equality, and high expectations for all students.	
CREATIVE EDUCATION TRUST VALUES	All colleagues are expected to demonstrate the Creative Education Trust values in their work by: • **Empowering Ambition:** Supporting personal growth, innovation and high performance. • **Championing Equity:** Promoting fairness, inclusion and high expectations for every student. • **Unlocking Opportunity:** Helping create access to knowledge, experiences and networks that broaden horizons.	

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	These values should be evident in how the post-holder works, collaborates and contributes to the wider Trust community.
EQUAL OPPORTUNITIES	A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity
SAFEGUARDING	A thorough understanding of up-to-date safeguarding requirements and best practice
OTHER REQUIREMENTS	High expectations for every pupil and a proven track record of making a difference to the learning and experiences of pupils inside and outside the classroom.

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.