United Endeavour Trust

September 2022

**JOB DESCRIPTION – Behaviour Support Practitioner**

**Name:**

**POST GRADE/SALARY:** Grade 5

**1.0** **JOB TITLE AND PURPOSE:** Behaviour Support

To work under the guidance of the Assistant Principal for Behaviour and Attitudes to provide the day to day supervision of the behaviour support system and provide pro-active support in addressing the behaviour management needs of pupils.

**2.0 WORKING HOURS**

37 hours per week – Term time plus 6 INSET

**3.0** **LINE MANAGEMENT:**

**Responsible to:**  Assistant Principal for Behaviour and Attitudes

**4.0 DUTIES AND RESPONSIBILITIES:**

**4.1 Support for Pupils**

* Support the tracking of student’s behaviour and offer intervention support to minimise the reoccurrence of negative behaviours
* To supervise students following referrals related to behaviour incidents and carry out appropriate follow up actions
* Consider any additional strategies to support the student to help them manage their own behaviour
* Provide feedback to students and teachers in relation to improving engagement in learning
* To contribute to raising standards by ensuring high standards as promoted for pupils.

**4.2** **Support for Organisational Management**

* Support pupils’ access to learning using appropriate strategies, resources etc.
* Use a range of support strategies involving staff and parents/guardians, in order to deal effectively with day to day academic, behaviour and social issues that arise.
* Assist in maintaining discipline through the implementation of the academy’s behaviour management strategies.
* Identify specific factors that might be impacting on behaviour – for example, if it happens at a certain time of day or in specific classes
* Establish constructive relationships with colleagues, parents/carers and exchange information.

**4.3 Support for the Curriculum**

* To provide support for students in accessing the curriculum from outside of the classroom setting
* Be aware of the need for different teaching and learning approaches that support pupils’ access to learning.

**PART TWO: PERSONAL AND PROFESSIONAL CONDUCT**

**5.0 A Behaviour Support Practitioner is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout their career.**

• A Behaviour Support Practitioner upholds public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

* treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to their professional position.
* having regard for the need to safeguard students’ well-being, in accordance with statutory provisions.
* showing tolerance of and respect for the rights of others.
* not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.
* ensuring that personal beliefs are not expressed in ways which exploit students’ vulnerability or might lead them to break the law.

• A Behaviour Support Practitioner must have proper and professional regard for the ethos, policies and practices of the academy in which they work, and maintain high standards in their own attendance and punctuality.

* A Behaviour Support Practitioner must have an understanding of, and always act within, statutory frameworks.

**PART THREE: OTHER**

**6.0 Appraisal**

* To participate in arrangements agreed at United Endeavour Trust for the appraisal of his/her performance and the development identified.
  1. **Policies**
* To understand and comply with all school policies.
* To take all reasonable steps to ensure that Health and Safety requirements are observed, both on the academy premises and elsewhere
* With reference to the Trust’s Mental Health Policy, all staff have the responsibility to promote the mental health of staff, students and colleagues. Any member of staff who is concerned about the mental health or wellbeing of a student or member of staff should speak to the mental health lead in the first instance.

**6.2 General Terms**

* The above responsibilities are subject to the general provision of the appropriate conditions of service document and any other interpretation as discussed with the non-teaching association.
* All job descriptions are subject to change as the needs of the trust changes.
* All support staff will undertake any other reasonable duties within the overall function, commensurate with the grading level and responsibility of the role.

Signed \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Post holder

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