Academies Trust

Behaviour Support Worker

Salary / grade range	B3 (SCP7 £20,444 - SCP11 £22,129 FTE)
Location	Co-op Academy Priesthorpe
Reports to	Student Support Leader
Contract type	Permanent, term time only + 5 days

Purpose of role:

To deliver behaviour support across the school working as part of the Student Support team.

Key accountabilities (and specific duties / responsibilities):

- To implement behaviour modification interventions specific to issues raised by the Student Support team or subject teachers with particular focus on students with emotional or mental health issues
- To support the holistic progress of individuals and small groups by facilitating emotional and behavioural support using a variety of intervention strategies
- To deliver programmes of specific intervention e.g. self-esteem, anger-management, self-awareness etc. to groups and individuals
- To work with students to improve punctuality, levels of attendance and to ease a return to school following prolonged absence.
- To assist with re-integrating and engaging students back into mainstream lessons from Fixed Term Exclusion, Twilight and AIP provision.
- To work under the guidance of the Assistant Principal (Behaviour and Inclusion), and Academy Leadership Team to implement agreed interventions and programmes of work
- To work with individuals and groups of students having received prior information e.g. current behavioural issues, academic levels and reason for referral, from the appropriate Year Manager, Key Stage Leader, AP or ALT
- To create a calm, working atmosphere with the minimum of disturbance whilst applying the whole academy expectations assertively and fairly
- To observe lessons and assist subject teachers in evaluating students' individual Engagement in Learning needs and advise on strategies to help improve behaviour and engagement in lessons
- To hold restorative meetings with students and teachers where appropriate.
- Provide supervision at break, lunchtimes and detentions
- To communicate directly with parents/carers as appropriate with regard to student's Engagement in Learning.

- To promote and display the co-operative values at all times

General Responsibilities

- To encourage pupils to interact and work cooperatively with others and engage all pupils in activities
- To ensure all pupils referred to you have equal access to opportunities to learn and develop
- To have due regard for the academy's Health and Safety policies
- To take part in the annual professional development review for Associate Staff being aware that job descriptions are subject to regular review
- To undertake training as and when appropriate
- To undertake any other duties which may be assigned to the post from time to time as directed by the principal and/or Assistant Principal (Behaviour and Inclusion)
- Covering and supporting duties in school

Management (implementation) including Performance Management

- Be accountable for own Performance Management, setting challenging objectives/targets in line with academy priorities.
- Maintain up-to-date role specific knowledge.
- To attend training and participate in personal/professional development as required.
- To promote teamwork and to motivate staff to ensure effective working relations and communication.

Monitoring and assessment

- Utilise IT programs such as SIMS and Google Sheets/Docs to aid continuous monitoring of Engagement in Learning
- To assist with the completion of progress logs (reports) for students referred to the BSW team
- To provide feedback to pupils, staff and parents in relation to Engagement in Learning as agreed by the Year Manager and ALT
- To be responsible for keeping and updating records as agreed with the Year Managers and Assistant Principal contributing to reviews of systems/records as requested.

Strategic Direction and Development of Co-op Academy Priesthorpe

The post holder will be expected to support and promote the development and progress of the academy, its students and staff. All staff are expected to:

- Facilitate open and clear lines of communication with all stakeholders.
- Contribute to the academy's Raising Achievement Plans and Self Evaluation Form
- Support all staff in achieving the academy's priorities and targets.

- Ensure parents are well informed about the academy and their child's progress.

Working with Staff

The post holder will promote positive and professional working relationships between all staff within the Department and academy. They will also be expected to:

- Support the implementation of the academy's Performance Management policy.
- Follow the academy's quality assurance processes.
- Liaise with appropriate colleagues to ensure that individual needs of students are identified and met.
- Promote an inclusive environment and support the development of strategies to improve attendance.

Effective Deployment of Staff and Resources

The post holder will make a significant contribution to the effective deployment and development of resources. They will also be expected to:

- Take advice on establishing priorities for expenditure and the cost effective use of resources
- Work within the academy's Quality Assurance framework.

Other

- Responsible for a student coaching group.
- Co-op Academy Priesthorpe expects all employees to uphold the duty to safeguard and promote the welfare of learners.

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Personal attributes required (based on job description):		
Attributes	**All attributes are essential, unless indicated below as 'desirable'**	**How measured, e.g. application form (A), interview (I)**
Qualifications		
• GCSE in English and Mathematics at grade C or above		A
• Additional Qualification(s) including any relating to behaviour support/emotional wellbeing	Desirable	A
Experience		
• Experience of implementing behaviour modification interventions	Desirable	A, I
• Use of relevant ICT software packages to support learning and complete administration/reports as required		A, I
• Relevant experience in an academy setting		A, I
• Experience of dealing and communicating with the public directly and through written/online channels		A, I
• Understanding and experience of safeguarding standards and practices		A, I
• To be able to represent the academy on or off site and have an understanding of the importance of the academy within the community		A, I
Skills, Ability, Knowledge		
• Ability to interact positively and productively with students and staff		A, I
• To have a good working knowledge of SIMS	Desirable	A,I
• To be able to relate to young people		A,I
• To be able to use initiative, and have well developed incisive analytical and problem-solving skills		A,I
• To be able to monitor and evaluate procedures effectively	Desirable	A,I
• Communicate effectively with students, parents and other colleagues		A,I
• Work under pressure		A,I
• Organise and develop effective systems		A,I
• Take initiative and work independently		A,I

● Work to high levels of accuracy ● Prioritise and plan to ensure completion of tasks ● Willingness to keep up-to-date with role specific practice and CPD		A,I A,I A,I
Personal Qualities ● Is committed, resilient, robust and resourceful ● A record of reliability and integrity ● Demonstrates fairness, honesty and integrity in their existing practice and conduct as a professional ● Humour, optimism and ambition ● Self-motivated ● Be hard working and emotionally resilient, able to work under pressure, able to prioritise and be flexible working to deadlines		 A,I A,I A,I A,I A,I A,I

This post is subject to an enhanced DBS check and two satisfactory references. We value variety and individual differences, and aim to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. All our colleagues are expected to demonstrate a commitment to co-operative values and principles, and the Ways of Being Co-op.
Co-op Academy Priesthorpe expects all employees to uphold the duty to safeguard and promote the welfare of learners.