



Job Description

JOB TITLE	Behavioural Therapist
JOB FAMILY	Education Support
PHASE	Secondary
REPORTING TO	Head Teacher
RESPONSIBLE FOR	NA

Job Purpose

To plan, prepare and deliver recognised therapeutic lessons and activities for individuals and small groups of students whose learning is affected by emotional, health and/or behaviour difficulties.

Duties and Responsibilities

Support Teacher by:

- Providing a variety of recognised behaviour therapies to improve behaviour and mental health and to enhance self-esteem and healthy relationships
- Liaising with teaching and pastoral staff to inform and support the well-being and progress of students
- Conducting regular lesson observations to better understand how behaviour and mental health are displayed in a classroom setting and adapting support appropriately
- Identifying appropriate strategies for individual students and sharing these with teachers and house teams to support good behaviour and improved learning outcomes
- Monitoring that the strategies identified via assessments are proving to be effective and adapting as necessary

Support students by:

- Providing a safe and comfortable space for students to encourage them to discuss their well-being and educational experiences
- Developing, with the Lead Behaviour Therapist, schemes of work for vulnerable students and those with challenging behaviours, focusing on healthy relationships, self-esteem, anger management and social skills
- Provide a safe and nurturing place for confidential and restorative conversations, in accordance with the Academy's safeguarding policy
- Offer an 'open-door' policy for students at break and lunch times
- Delivering appropriate therapeutic lessons and encouraging students to work harmoniously with their peers
- Being a trusted and respected role model
- Observing student confidentiality when it is safe to do so



Other tasks:

- Deputise for the Student Support Coordinator in her absence
- To accurately record the progress of student interventions and produce termly reports
- Report any safeguarding concerns via the CPOMS system
- Liaise with outside agencies and share information to improve outcomes for students
- Maintain personal development in the relevant areas, committing to improve own practice through self-evaluation and awareness

Support the school by:

- Complying with the Academy's appraisal system, and taking part in the school's staff development programme.
- Attending non-pupil days/evenings as directed by the Principal
- Being aware of and complying with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
- Being aware of and supporting differences and cultural diversity, ensuring all students have equal access to opportunities to learn and develop
- Contributing to the overall ethos/work/aims of the school
- Establishing constructive relationships and communicating with other agencies and professionals, to support the well-being, achievement and progress of students
- Recognising your own strengths and areas of expertise and using these to support others
- Carrying out any other reasonable tasks as directed by the Principal or your Line Manager

Other Specific duties:

- To liaise with the SENCo to ensure students with EHCPs are allocated the appropriate provision
- Obtain parental consent for SEAL/Thrive work and liaise with parents as and when required
- Provide collated student information for pastoral meetings, SEND reviews and multi-agency meetings when required
- To play a full part in the life of the school community, to support its distinctive mission and ethos, and to encourage staff and students to follow this example
- To provide a level of sustained and substantial contribution to all aspects of the school commensurate with experience and pay grade



Generic Duties relevant to all members of Staff

Working with colleagues and other relevant professionals

- To work with colleagues to achieve school objectives and targets
- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues.

Whole-school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the wider life and ethos of the school
- Ensure that pupils work together positively and co-operatively, with good behaviour in line with the school's policy and procedures.
- Encourage and promote the social and emotional development of pupils.

Professional development

- Help keep their own knowledge and understanding relevant and up-to-date by reflecting on their own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school
- Take part in the school's appraisal procedures
- Attend meetings and training sessions as required.

Personal and professional conduct

- Uphold public trust in the education profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Demonstrate positive attitudes, values and behaviours to develop and sustain effective relationships with the school community
- Respect individual differences and cultural diversity

The Trust

- The ethos of our Trust is "Transforming Life Chances". All staff are expected to be committed to this aim in everything they do.
- It is expected that all staff work collaboratively as members of the Trust to share good practice, resources and ideas and realise the Trust's visions and aims. All staff should act with professional integrity at all times, following the "Code of Conduct".



- You will be based at Plympton Academy. However, you may be asked to work at any of the other academies within the Trust or partner schools and you should expect to travel between sites as required.

Teaching and Learning

- This is our core business and therefore it is an absolute priority. You are expected to support all teaching staff, irrespective of seniority, to ensure they concentrate on the core business. This may mean undertaking tasks outside of your area of responsibility where required.

ICT

- It is expected that all teaching and support staff follow the ICT Vision of the Trust.
- All staff will be expected to utilise ICT and to improve communication and reduce paper use. Security procedures must be followed when using ICT systems.
- All staff are expected to follow (and ensure students follow) the procedures as laid out in the Trust's Acceptable Use Policy. Staff are also expected to ensure that they follow Trust policies with regard to professional conduct when using ICT systems or Trust ICT equipment.

Health and Safety

- Employees are required to work in compliance with the Academy's Health & Safety Policies and under the Health and Safety At Work Act 1974 (as amended), ensuring the safety of all parties they come into contact with, such as members of the public, in premises or sites controlled by the Trust.
- In order to ensure compliance, procedures should be observed at all times under the provision of safe systems of work through safe and health environments, including information, training and supervision necessary to accomplish those goals.

Safeguarding

- The Thinking Schools Academy Trust is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. All staff are to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the Thinking Schools Academy Trust. Any safeguarding or child protection issues **must** be acted upon immediately by informing the Designated Safeguarding Lead.



Equal Opportunities

- To actively promote the Trust's Equal Opportunities Policy and observe the standard of conduct which prevents discrimination taking place, maintaining awareness of and commitment to Equal Opportunity Policies in relation to both employment and professional relationships

Data Protection

- The Thinking Schools Academy Trust takes the responsibility of protecting and securing the data of Pupils, Staff, Parents and all associated individuals very seriously. The Trust requires all staff to complete data protection training and to adhere to its Data protection policies and procedures. All staff must ensure that if they suspect a data breach they must inform the Trust Data Protection officer immediately.

This job description forms part of the contract of employment of the person appointed to the post. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time at the discretion of the Trust. This job description will be reviewed annually and is an integral part of the Appraisal and line management process.

The duties and responsibilities in this job description are not restrictive and the post-holder may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

I understand and agree to the job description of a Science Technician

Name:.....

Signed:

Date: