



Longcot and Fernham CE Primary School

'Together, we care what we do, we enjoy what we learn, we achieve'
Core Christian Values: Love, Honesty and Respect

Job Description

Job title: Pastoral, Behaviour and Mental Health Lead Teacher

Salary: TLR2.1

Contract type: FTE Permanent. 1 day release

Reporting to: Headteacher

Core Purpose
<p>The Post Holder, under the direction of the Headteacher, will:</p> <ul style="list-style-type: none"> ● Determine the strategic development of PSHCE and Behaviour policy and planning across the school ● Review and update the school Behaviour Policy and procedures ● Plan and report on the use of Pupil Premium Funding for the school, working alongside the Head of School and SLT to identify priorities and aims ● Lead on the planning and provision for those children in receipt of FSM ● Use data to inform planning and provision for PP children across the school ● Be responsible for day-to-day operation of the Anti-Bullying and Behaviour policy and co-ordination of specific provision to support individual pupils with behavioural and/or pastoral needs ● Provide professional guidance to colleagues, working closely with staff, parents and other agencies ● The Post Holder will also be expected to fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document ● To lead in the promotion of a professional, caring and supportive atmosphere with the school ● To take responsibility for the leading on mental health and wellbeing for the school ● To act as Deputy DSL and support those families in receipt of additional social care support ● To support and manage teaching assistants working with children with behavioural and pastoral/emotional needs ● Support teachers with day to day behaviour issues ● Deputise for the Headteacher in their absence
Strategic development of Behaviour and PSHCE policy and provision
<ul style="list-style-type: none"> ● Have a strategic overview of behavioural, social and emotional provision for all pupils across the school, monitoring and reviewing the quality of provision ● Contribute to school self-evaluation, particularly with respect to the provision and aims for behaviour, pastoral and mental health support and education ● Ensure the Behaviour, Anti-Bullying and PSHCE policies are put into practice, and that the objectives of these policy are reflected in the school improvement plan ● Maintain an up-to-date knowledge of national and local initiatives which may affect the school's policy and practice

- Assume an active role on the SLT.
- Lead, develop and enhance teaching practices of others
- To have due regard to the requirements of the National Curriculum and the National Standards for Teachers
- Manage and evaluate the outcomes of intervention programmes and support for pupils with behavioural, emotional and mental health needs

Pupil Premium Provision and Planning

- Plan for and report on the Pupil Premium Funding for the school to benefit our less advantaged children through curriculum, extra-extracurricular activities and resources and support
- Identify, through data analysis and research in school, the barriers to progress or well-being for disadvantaged pupils and consider and plan creative use of the funding to support this
- Report to the LGB and other stakeholders on the provision, progress and areas for development for disadvantaged pupils
- Track attendance and data of disadvantaged pupils and work with families to support where needed
- To review the school development plan and strategic aims to ensure that this includes our offer for disadvantaged families

Support for Pupils

- Work with teachers and the SENCO to identify pupils who may benefit from pastoral intervention or support
 - Co-ordinate provision that meets the pupil's needs, and monitor its effectiveness
 - Secure relevant services for the pupil, when possible
 - Ensure records are maintained and kept up to date
 - Work alongside the SENCO and other SLT to ensure a joined-up approach is maintained for each child
 - Communicate regularly with parents or carers
 - Ensure that if the pupil transfers to another school, all relevant information is conveyed to it, and support a smooth transition for the pupil
 - Promote the pupil's inclusion in the school community and access to the curriculum, facilities and extra-curricular activities
- Work with the designated teacher for looked-after children as appropriate

Leadership and Management

- Work with the Headteacher and governors to ensure the school meets its responsibilities under the Equality Act 2010 in terms of reasonable adjustments and access arrangements
- Prepare and review information the governing board is required to publish
- Contribute to the school improvement plan and whole-school policy
- Identify training needs for staff and how to meet these needs
- Lead INSET for staff
- Promote an ethos and culture that supports the school's Behaviour policy and promotes good outcomes for pupils with behavioural, emotional needs and those in receipt of FSM
- In partnership with the senior leadership team, support the implementation of a creative, rich and exciting curriculum.

Safeguarding

- FLT is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

- The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We particularly welcome applicants from under- represented groups including those based on, ethnicity, gender, transgender, age, disability, sexual orientation or religion.

