



## **JOB DESCRIPTION AND REQUIREMENTS**

**Job Title:** Director of Behaviour

**Location:** BET Northern Hub initially

**Responsible to:** BET Director for School improvement / CEO

**Responsible for:** Ofsted Behaviour & Attitudes judgement; Trust Behaviour Systems & Rewards

**Liases with:** CEO & BET executive team, Trust Directors, All Headteachers, Trust Lead Safeguarding and Wellbeing; Leadership Academy (CPD aspects), DSLs, Senior Pastoral Leaders and all relevant staff in all BET schools and external agencies including LADO, Police.

### **Job Purpose**

To ensure our schools secure at least 'Good' for behaviour and Attitudes in Ofsted inspection; develop and evolve highly effective trust policies and approaches for pupil culture and behaviour, and the leadership of pupil culture across the trust. To explore appropriate alternative provision for a small number of students both in terms of curriculum, work experience and alternative pathways.

### **Main Duties**

- Develop and implement highly effective policies and systems promoting positive pupil culture
- Devise and evaluate the impact of activities to use with students with challenging behaviour in a variety of settings (1-1, small group, whole class).
- Develop CPD and support staff (through appropriate coaching / mentoring) in the development of relational practice, positive pupil culture and behaviour for learning.
- Lead and model strong leadership to enact rapid improvement for pupil culture and behaviour
- Promote a culture of high challenge/high support in all schools
- Support the reintegration of disaffected students and those who have been absent through suspension.
- Help staff to coach, mentor and empower students to make informed choices about their own learning, behaviour and attendance, and to understand the links between these.
- Build and maintain positive and productive relationships with all students, acting as a role model and mentor.

- Build and maintain positive and productive relationships with parents/carers, particularly those hard to reach, to encourage families to take an active role in students' learning.
- Develop effective relationships with various outside agencies as appropriate, including social services, child mental health services (CAMHS), education welfare and educational psychologists.
- Undertake professional development in behaviour to be able to review and propose updates to associated policies and systems.
- Identify and implement best practice processes for improving behaviour and reducing suspensions, including by sub-groups.

### **Bohunt Standards**

- Ensure Bohunt Standards for behaviour remain current

### **Co-ordination**

- Co-ordinate the production of key performance data including suspensions and exclusions to feed into reports for CEO / Trust Board.
- Ensure successful behaviour strategies and approaches are shared, including case studies of successful behaviour interventions or changes implemented by schools/ subject areas/ teachers Trust wide, including at INSET.
- Monitor, refine and ensure the implementation of the Trust's Behaviour policy and procedures, and complete assessment of use to suggest improvements.
- Train, coach and support staff in ensuring the recording of behaviour incidents is in line with Trust procedures.
- Utilise SIMS/Class Charts/CPOMS data to analyse/track/support students at risk.
- Send reminders and check on progress so that Trust data deadlines are met.
- Sharing good practice and pitfalls across the Trust.
- Feed into the Trust dashboard for analysing provision outcomes and make suggestions for improvement.
- Form close links and liaise with Trust Behaviour Coordinator, DSLs and AHTs Wellbeing.
- Support the referral of pupils to appropriate agencies
- Support achievement of MAT objectives:
  - Every Child Known – Vulnerability Index embedded, utilised and informing action.
  - Trust Behaviour policy adapted for schools.
  - ClassCharts used as primary behaviour management and parent communication data system.
  - High expectations (eg aspiration; motivation; clear social norms for good behaviour and conduct)
  - ERA recognition culture.

### **General**

- Undertake any other reasonable requests from line manager or Trust Leadership.

## Role Requirements

- Excellent knowledge of behaviour and relational approaches processes, both internal and external
- Proficient in the relevant Trust policies.
- An understanding of the current barriers to student learning in relation to behaviour and wellbeing
- Proven effective change leadership
- An ability to plan and deliver training to a wide range of stakeholders.
- Strong communication skills with a wide-range of stakeholders.
- Experience of liaising with/working alongside outside agencies.
- The ability to work both independently and leading as part of a team.
- Commitment to principles of relational practice and psychological safety, modelling radical candour and exceptional support

*Bohunt Education Trust is committed to safeguarding and promoting welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment. We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.*

