

Director of Learning: Behaviour Therapy Job Description

Responsibility Allowance: TLR 1a

Reporting to the Assistant Headteacher: Safeguarding and Inclusion

Purpose:

Undertake the normal responsibilities of a classroom teacher and adhere to Teaching Standards 2012. The purpose of this role is to promote positive behaviour management and to co-ordinate the delivery of therapeutic behaviour interventions to students so that they can effectively access the curriculum. This role is integral in Oriel's inclusion framework: Access Oriel.

General Duties and Responsibilities

To assess, plan and lead therapeutic behaviour interventions as part of the whole-school inclusion programme ensuring that students are able to access a mainstream curriculum and to meet their potential socially, emotionally and academically.

To liaise with Learning communities and other staff to support effective behaviour management and strategies for the promotion of good behaviour.

To lead all staff in ensuring they can deliver Quality First Teaching to all students, especially those where a behaviour management need has been identified.

To design and adapt behaviour interventions to meet the needs of individuals

To create, collate and manage resources for the delivery of interventions

To train and lead staff to deliver interventions

To contribute to whole-school planning, review and decision making for individual intervention via internal CARMs.

To maintain accurate records;

To complete observations on groups and individual students providing feedback to the relevant member(s) of staff.

To liaise with the Educational Psychologist to design effective and bespoke interventions to meet the needs of students.

Monitoring of the effectiveness of Individualised approaches to behaviour management

To ensure that relevant staff are kept informed of interventions, their outcomes and any resulting actions;

To provide guidance to staff on the choice of appropriate teaching and learning methods to meet the needs of different pupils with a 'behavioural' need;

To use data effectively to identify pupil's behaviour and where necessary work with staff to create and implement effective plans of action to support those pupils;

To manage and create records that effectively monitor interventions and their impact using the Assess, Plan, Do, Review model.

Collating and preparing reports in a timely fashion

To act as the school's expert in behaviour therapy and behaviour management

In order to perform this role well, the Director of Learning: Behaviour Therapy is expected to: Maintain a thorough working knowledge of the school's policies and procedures related to SEND, including the SEND Information Report, Child Protection, Safeguarding and Inclusion policies;

Act in the best interest of all the pupils of the school; and behave in a professional manner, including maintaining confidentiality as required.

Person Specification Qualifications and Training:

A good honours degree or equivalent

Qualified Teacher Status

Experience of supporting students and their families to improve behaviour and a proven track record of success in this area

Relevant qualification(s) in addition to their qualified teacher status or extensive experience in promoting positive behaviour management.

Other professional development in the area of behaviour management

Knowledge and Experience:

Experience of teaching with evidence of having achieved successful pupil outcomes

Experience of teaching across all key stages (KS3, KS4)

Experience in promoting positive behaviour management

Knowledge and understanding of how best to manage behaviour

A sound understanding of the principles of inclusive practice as evidenced in West Sussex's Inclusion Framework

A sound knowledge of the SEND Code of Practice

Experience of working closely with parents in successful home-school partnerships that support pupils' needs

Experience of multi-agency working

Knowledge and experience of using basic diagnostic tests for identifying specific needs

Experience of interpreting assessment reports and using them to inform target-setting (desirable)

Experience of developing and delivering appropriate CPD to colleagues (desirable)

Knowledge of alternative curriculum options (desirable)

Knowledge of issues relating to equal opportunities

Knowledge of current educational issues including assessment.

Skills and Abilities:

Ability to inspire, challenge and influence the practice of others

Team building, fostering and maintain relationships with students, school staff and other professionals.

Planning and delivering highly engaging learning opportunities

Work under pressure and deliver to time scales

Fostering resilience

Capable of planning intervention work, assessing the needs and achievements of children and maintaining appropriate records

Excellent written and oral communication skills.

You should demonstrate and follow:

- Strategy and development plans to achieve the school's vision and ethos;
- The school's Behaviour for Learning Policy and Rewards and sanctions Procedure;
- The effective use of performance data in relation to raising attainment and standards;
- The school's financial management policies and procedures.

Whilst every effort has been made to explain the main duties and responsibilities of the post, individual tasks undertaken may not be identified. Employees will be expected to comply with any reasonable request from the Headteacher to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers. The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition. This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job to reflect the changing needs of the school.