

Job title: Lead Practitioner - Behaviour & Attitudes

Reports to: Head of College (Vice Principal)

Location: Leigh Academy Bexley

Job purpose

As Lead Practitioner of Behaviour, you will play a pivotal role in shaping and enhancing the behaviour, attitudes, and culture across the academy. This position is ideal for an innovative and dedicated educator who is committed to developing comprehensive behavioural strategies that support positive outcomes and foster a supportive, inclusive school culture.

Key Responsibilities

- Develop and implement strategic behaviour management programmes tailored to the specific needs of the school community.
- Provide guidance and support to staff in managing student behaviour, ensuring alignment with the academy's overall values and policies.
- Lead training sessions and workshops for teachers and support staff on effective behaviour management techniques and positive reinforcement strategies.
- Collaborate with other Lead Practitioners and the Senior Leadership Team to ensure a cohesive approach to student behaviour and discipline across the academy.
- Analyse behavioural data to inform the development of proactive strategies aimed at enhancing student behaviour and school culture.
- Ensure that Fixed Term Suspensions (FTSs) remain below the national average through effective behaviour management and intervention strategies.
- Manage and oversee bespoke and personalised interventions to improve behaviour, attitudes, and integration into the school community.
- Monitor and analyse behavioural trends within the school to inform practices and interventions.
- Engage with students, parents, and teachers to cultivate positive relationships and a supportive school environment.
- Maintain strong, proactive relationships with parents and carers, involving them in behavioural strategies and fostering a collaborative approach to enhancing student outcomes.
- Attend daily behaviour meetings with the Vice Principal of Behaviour to discuss individual cases, ensuring fairness and consistency in all decision-making processes.
- Serve as a model of exemplary professional behaviour, setting high standards for students and staff alike.

Personal Specification

- Qualified Teacher Status (QTS) with significant teaching experience (essential).
- Experience as a Head of Year or Raising Standards Lead (desirable)
- Demonstrated expertise in behaviour management and student engagement strategies.
- Strong leadership skills with the ability to inspire and motivate others.
- Excellent interpersonal and communication skills, capable of effectively engaging with students, staff, and parents.
- Proven ability to implement strategic initiatives and manage change effectively.
- A deep understanding of the challenges faced by students in urban educational environments.
- Commitment to ongoing professional development and a passion for educational excellence.

Safeguarding of students and Duty of care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member's responsibility to be aware of the most up to date guidance documented in the [Keeping Children Safe in Education](#) document (Department of Education).

Notes

The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the academy/business unit at the reasonable discretion of the Principal/Director. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.