



**Abingdon Primary School  
Lead Teacher for Culture and Behaviours  
Job Description**

<b>Job Title</b>	Lead Teacher for Culture and Behaviours
<b>Section</b>	Abingdon
<b>Grade/Salary</b>	Main scale - UPS
<b>Responsible to:</b>	Headteacher
<b>Responsible for:</b>	Supporting the school community (support staff, teachers, SLT, parents and carers) to develop provision to meet the needs of pupils with social, emotional and mental health needs within a whole school focus on a restorative approach to inclusion.

**Duties and Responsibilities**

**Teaching Responsibilities**

- To carry out the professional duties of a school teacher under Teachers' Pay and Conditions.
- To deliver social and emotional aspects of learning.
- To make a sustained and substantial contribution across the whole school.

**Educational Methods**

- To be part of the inclusion team and contribute to the development of its policies and good practice.
- To support the SENCO, Child Advocate Lead Teacher, Pastoral Lead and senior leaders in the identification and support of pupils presenting with Social, Emotional and Mental Health Needs (SEMH).
- To support school in the development and monitoring of Individual Education Plans/Pastoral Support Plans/Positive Handling Plans
- To provide direct input from a range of interventions as agreed with the SENCO and senior leaders.
- To support and extend the range of graduated response to need, positive behaviour management strategies and approaches to class and whole school ethos being used by all adults within school.
- To work closely with School Support Staff and in partnership with BSS in their implementation of Individual Behaviour Plans/PSPs.
- To provide high quality training in aspects relating to inclusion, behaviour, ethos, nurture and community.
- To supervise and support the work of teaching assistants or inclusion colleagues in school. This involves planning with SLT and

class teacher / key adults, thus ensuring support is used effectively and contributes positively to pupil outcomes.

### **Discipline, health & safety**

- To support school in the development of good practice in relation to behaviour management and the maintenance of good order and discipline among pupils.
- To use individual behaviour plans to mitigate risk factors within the school environment.

### **Training**

- To assist other members of the school with the delivery of INSET as appropriate.
- To plan and implement training as requested by school.

### **Assessment, review and recording**

- To provide detailed reports for high need or vulnerable pupils on a range of assessments.
- To keep accurate efficient records of work in accordance with school policies and procedures.

### **Performance Management**

- To undertake further professional development as identified in the Performance Management Review Cycle.
- To undertake regular supervision with the headteacher.
- To keep records of professional development up to date, both given and received.
- To regularly access appropriate workforce development websites and agree and book on to suitable courses.
- To demonstrate teacher standards including pupil progress targets, through agreed indicators e.g. planning of whole class circle time for colleagues to deliver or individual pupil progress against IEP targets.
- Alongside SLT, to lead and develop specific aspects of the school as set out in the school development plan, liaising with other agencies where appropriate and necessary to support vulnerable children and young people. This work can be longitudinal throughout the year, or agreed on a termly / half termly basis with the headteacher.

### **Other activities**

- To contribute to the induction process of newly appointed teaching and non-teaching staff.

- To work with and support parents and carers using a range of interventions.
- To lead supervision of key members of the inclusion team.
- To work closely with other agencies to meet the needs of an individual child and their family.
- To support the school in the roll out of new initiatives in the fields of ethos and inclusion (e.g. restorative approaches).
- To comply with the schools safeguarding policies and procedures and to promote a culture of safeguarding throughout the school.
- To contribute to multiagency safeguarding work e.g. TAC meetings.
- To complete tasks as directed by the Headteacher which are commensurate with the post in line with Teachers' Pay and Conditions.