**Pastoral Leader   
(Lead Practitioner for Behaviour)**

**Job Description**

**Purpose:**

To lead the work to develop the academy’s ability to support the inclusion, progress and achievement of more vulnerable children, primarily those with SEMH needs. This will be through developing and leading the strategy to support the behaviour of the children within the academy.

**Leading the Behaviour Strategy across the Academy**

* To work with the Head Teacher and Inclusion Leader to develop and monitor a clear behaviour policy across the Academy;
* To promote the academy’s behaviour policy to support positive behaviour constructively, promote self-regulation, self-reflection and independence;
* To lead the introduction and development of the Thrive programme in partnership with the Inclusion Leader;
* To lead the Thrive Practitioners to develop the approach to support children with their behaviour and SEMH needs;
* To support class teachers and the Inclusion Leader to plan learning for identified children;
* To lead meetings with families as appropriate;
* To liaise with outside agencies as required;
* Attend appropriate CPD to develop and fulfil the role;
* Prepare materials and activities to support the teaching and learning of identified children;
* Support teachers to create a supportive working environment where children feel happy and secure;
* To follow up and address behaviour incidents as required, using a restorative justice approach as appropriate;
* To be responsible for keeping records as required;
* To plan, prepare and manage appropriate well-being activities.

**Supporting children**

* To set out and prepare suitable environments according to the needs of the children;
* Support children’s Social, Emotional and Mental Health development and promote independence in a safe, secure and challenging environment, recognising and rewarding achievements as appropriate;
* Use a nurturing approach to promote and reinforce child self-esteem through praise and encouragement;
* Ensure needs are met and be sensitive to the welfare and care of the children both physically and emotionally;
* Support children to apply learnt strategies in the classroom environment;
* Work with individuals and groups of children to succeed with targets;
* Develop children’ self-regulation strategies;
* Develop communication and social skills;
* Encourage children to interact and work cooperatively with others;
* Provide creative, enriching activities and opportunities for children;
* Set up and maintain a positive learning environment for individuals and groups of children;
* Promote the inclusion of all children within the school so that they are able to participate in all aspects of school life;
* Support positive play at lunchtimes;
* Maintain high expectations.

**Supporting the academy**

* Be a proactive member of the Academy Leadership Team;
* Be a DSL for the academy;
* Foster positive links between home and school;
* To promote the policies and ethos of the academy;
* To promote positive values, attitudes and behaviour, dealing promptly with conflict and encouraging children to take responsibility for their behaviour;
* Maintain appropriate confidentiality;
* Follow school policies as set by the Governing Body;
* Follow safety procedures;
* To attend meetings and training as required.