

Job Description



As well as the responsibilities set out below there may on occasion be reasonable requests for other duties not listed. These will always be within the scope of your role and capability.

Job Title	Senior Behaviour Lead	Location	Mangotsfield	Hours	37
Reports to	Deputy Headteacher Inclusion and Ethos	Line Manages	Student Support Team	Grade	6
Qualifications: Educated to degree level or equivalent with post-qualification experience in a relevant role or extensive relevant experience with experience of managing effective teams					
Role Profile					
<p>The postholder will work alongside the school leadership team to raise standards of behaviour in school.</p> <p>Working in collaboration with SLT, Heads of House and safeguarding team, the postholder will lead on the day to day management of behaviour in the school and be accountable for the effective implementation of the school's behaviour policies, systems and processes.</p> <p>In order to create a positive ethos in which students feel safe and secure, the postholder will be required to develop an effective whole school approach and strategy to behaviour. This will include the organisation and review of proactive and preventative strategies to raise standards, and timely interventions to react to specific circumstances and challenges.</p> <p>The postholder will lead the whole Student Support Team in developing an holistic approach to all aspects of pastoral support that enables learners to access learning, make progress, develop independence and gain resilience. This team includes the behaviour mentor team who facilitate both the Ready to Learn room and the Isolation room; the family liaison worker; the inclusion administrator; the Mental Health wave one support and the safeguarding administrator.</p> <p>The postholder will be expected to act as a role model to all students, upholding the school values and at all times promoting the safety and welfare of young people in accordance with CSET/School policies and procedures and any associated guidance.</p>					

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Person Specification
<p>An experienced, enthusiastic, proactive and resourceful person who is committed to securing high standards for all young people, you will be:</p> <ul style="list-style-type: none">• Personable and approachable and be able to quickly build warm and effective relationships with students, parents and colleagues in school and across the Trust.• Able to execute your duties in a professional manner, modelling and setting high standards in all areas of school life , and implementing school policies with consistency.• A proactive member of the school demonstrating initiative and a can-do approach, as well as being agile so as to meet changing needs in your environment.• Expected to deal with complex issues and make independent decisions about appropriate responses to situations in relation to students/ staff/ parents and carers/ members of the public and members of external organisations.• Confident to work independently and proactively, to use initiative to anticipate requirements and to deal with situations as they arise.• You will have an up to date knowledge of safeguarding and child protection legislation and the willingness to implement this in accordance with CSET wide and school policies.
Responsibilities
<ul style="list-style-type: none">• To work alongside SLT to develop and implement systems and processes which promote high standards of behaviour within the school and promote respectful and positive relationships between all members of the school community.• To lead on the day to day management of behaviour in school: responding immediately where necessary, prioritising, deploying staff, gathering evidence, completing documentation and records and recommending appropriate action to SLT, including for incidents requiring high-level sanctions.• To lead and line manage the team of Student Support Staff to ensure strong outcomes for students requiring support and behaviour interventions.• To analyse the impact of support and interventions delivered by the Behaviour Support Team & House Team using available data and share with SLT and HoH when appropriate.

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- To promote the inclusion and acceptance of all individuals within the classroom and in the broader school community by recognising, responding and providing pastoral support for individual needs, keeping up to date with current developments in supporting individuals who face challenges in learning and social emotional development and supporting teachers with the behavioural management of groups and individuals.
- To establish supportive relationships with parents and carers including leading meetings with parents to provide constructive feedback on pupil progress/achievements etc.
- To contribute to the school/trusts CPD programme by leading training and sharing best practice for own team and to other school staff.
- To lead on the logistics of school systems and processes including liaising with other schools to arrange internal behaviour solutions, managing and overseeing the team with supporting students with attendance, equipment and uniform, organising the after school detention system.
- To comply with and assist with the development of policies and procedures relating to behaviour and management of student support
- To safeguard and promote the welfare of all students in the school.