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| **Post title:** | Lead Behaviour Support Worker |
| **Salary and Conditions:** | HLTA or equivalent Grade H (Term time only plus 10 days inset & 5 Summer School) |
| **Responsible to:** | Assistant Headteacher - Learning & Support & SENDCo |

**Job Description**

**Core Priority**

***Improve learning and teaching to increase children’s outcomes***

**Specific areas of responsibility for this post:**

1. Uphold and contribute to the Christian ethos of the academy.
2. Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
3. Have high expectations of self, colleagues and pupils; model this in all of your dialogue and actions.
4. Collaborate closely with Heads of Year, Area and Department Heads and Pastoral Managers regarding pupil’s progress and attitudes to learning in order to accelerate progress
5. Create, develop and maintain information and data systems in relation to behaviour and attendance and report regularly to SLT link.
6. Be responsible for helping to reduce fixed term exclusions, improving attendance for all pupils.
7. Develop systems for gathering and monitoring pupil and parent opinion on the effectiveness of the academy.
8. Assist in tackling underachievement by working in partnership with vulnerable and disengaged families, parents, carers and pupils to have full access to educational opportunities and overcome barriers to learning and participation.
9. Help develop and deliver early intervention and preventative initiatives to parents/carers and their children across the Integrated Service area and help parents to improve their parenting skills.
10. Work with and improve parental communication and assist with learning strategies, to prepare parents and pupils before attending the academy e.g. assisting with transition home visits, summer school etc.
11. Be accountable for developing parental understanding of excellent learning behaviours.
12. Promote positive attitudes to learning and model effective techniques to improve students’ learning.
13. Establish and maintain positive relations with pupils, parents/carers, agencies and colleagues to ensure effective communication and a holistic approach pupil welfare.
14. Encourage pupil development both academically and socially, helping to improve their self-esteem, make appropriate choices and accept responsibility.
15. Implement positive attitudes for learning strategies, clear consequences, in addition to promoting restorative approaches between staff and pupils.
16. Record, monitor and prepare accurate data in relation to attitudes for learning.
17. Liaise effectively with other members of the SEND/Pastoral Team to ensure appropriate support is provided to families regarding improving attendance and attitudes for learning.
18. Be accountable to the Assistant Headteacher - Learning and Support, in relation to fixed term and internal exclusions and ensure effective re-integration processes.
19. Observe pupil learning habits in lessons across the academy and use this information to develop staff and pupil understanding of effective learning behaviours.
20. Be accountable for all staff and pupils in relation to promoting positive behaviours and behaviour management strategies.
21. Promote an inclusive ethos within the academy.
22. Work with individuals and groups of pupil(s) to provide in-class support and targeted intervention.
23. Ensure good communication with all staff on an individual or whole school level.
24. Undertake duties relating to the management of the school day.
25. Create and maintain accurate records in relation to pupil attitudes

To undertake any other duty as reasonably directed by the Headteacher not outlined in the above, commensurate with the grading of the position.