

Job Description

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| Academy: | Leeds East Academy |
| Job Title: | Behaviour Support Worker |
| Grade: | B1- 3 13 – 17 £16,491 – 20,138 Pro Rata £14,042 – £17,148 Term time only plus 5 days (salary dependant on experience) |
| Accountable to: | Behaviour Leader |

Role:

Purpose of job: To contribute to the key objective of the Academy Development Plan, 'Ensuring that all students have a positive attitude to learning' and 'Positive Behaviour is applied consistently across the Academy'. The 'Behaviour Support Worker' will be focussed on engaging and supporting pupil's who need particular help with behaviour management to overcome barriers to learning.

NB: All post-holders at The White Rose Academies Trust are responsible for improving the outcomes for learners and upholding the ethos of the Academies. The five principles of the Children's Act: Every Child Matters guide the work of every adult working at or associated with Leeds East Academy.

Role Specific Requirements:

- Provide levels of individual behaviour modification support to pupils as directed by the Behaviour Leader
- Implement strategies to support pupils with (SEMH) social, emotional, mental and behavioural difficulties, setting challenging and demanding expectations and promoting independence to meet behaviour targets in and outside the classroom
- Develop one to one and small group mentoring arrangements with pupils with SEMH needs as required and provide support for distressed pupils
- Assist in the development and implementation of Individual Education Plans and Behaviour Support Intervention Plans under the direction of the Behaviour Leader
- Provide in-class monitoring and support for assigned pupils with SEMH needs so that teaching objectives are met and best use is made of teaching time
- Support the class teacher to develop one to one mentoring arrangements with pupils and provide support for distressed pupils

- Carry out daily lesson 'drop ins' to monitor student behaviour and attitude to learning
- To establish good relationships with pupils and act as a role model and enforce the expectations of Positive Behaviour at all times in the Academy and set a good example to pupils through own presentation and personal and professional conduct
- Monitor the school hallways throughout the day challenging where required any student who is out of lesson
- To support the effective transfer / integration of pupils who have been extracted from the mainstream curriculum or who are returning from exclusion or who are subject to a managed move or who are being integrated from alternative provision
- To monitor and evaluate the effectiveness of all individualised behaviour support programmes and provide a half termly impact report/presentation to the Pastoral team
- To assist in establishing good relationships with parents and carers and provide regular feedback information about social and behavioural progress and targets
- Respond to requests for 'on call' in the Academy, visiting classrooms and removing students where required by the classroom teacher allowing learning of other students not to be impacted by behaviour
- Support in the management of after school detentions. Collecting students where required from lessons before the detention begins
- To assist the Pastoral team in coordinating the re-integration of pupils back into mainstream lessons
- Cover breaks and periods of illness in the schools Inclusive learning provisions where required
- Establish productive working relationships with both staff and students, acting as a role model, providing support, encouragement, guidance and assistance for learning, independence, practical activities and social skills
- To contribute to extra-curricular activities in order to provide further opportunities for pupils' social and cultural development

Other duties

- ◆ To carry out morning, break, lunch and after school duties as required by the leadership team.
- ◆ Carry out any other duties as directed by the Principal.

Equal Opportunities:

- To promote equal opportunities in Education in Order that all children and families will gain optimum benefit from the service provided
 - To promote and ensure that all students and young people are happy, healthy, safe, successful and achieve economic wellbeing
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Generic Staff Requirements:

- Uphold the professional standards expected of every member of Academy staff in all dealings with colleagues, students, parents / carers and the wider community
- Adhere to the principles expressed in the aims of the Academy and its mission statement
- Actively contribute to the continued development of the Academy by attending training, participating in relevant meetings, and putting forward ideas for improvement
- Be a positive, collaborative team member
- Apply Academy policies in all aspects of the role
- Keep up to date with all aspects of the safeguarding children policy as it applies to the post

Whilst every effort has been made to explain the main duties and responsibilities for the post, each individual task undertaken may not be identified. This job description may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title.

All postholders are accountable through The White Rose Academies Trust Performance Management Policy. The Governors and Principals of The White Rose Academies Trust are committed to safeguarding and promoting the welfare of children and young people and ensuring that safer recruiting procedures are in place.

The White Rose Academies Trust is committed to safeguarding and promoting the welfare of its students and expect all staff and volunteers to share the commitment. Appointments will be subject to Safer Recruitment Procedures and a DBS check.

We promote diversity and want a workforce that reflects the population of Leeds. Applications are welcome from all, irrespective of sex, sexuality, race, religion, marital status, age or disability.

This job description will be reviewed annually. The post-holder may be required to take on additional responsibilities when necessary to ensure the effective running of the Academy.

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