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| **Post:** | Behaviour Leader |
| **Responsible to:** | Vice Principal (Behaviour & Safety) |
| **Job Purpose:** | * Under the direction of the Vice Principal for Behaviour & Safety, fully manage the day to day behaviour systems and processes across the Academy, ensuring total consistency and efficiency in approach. * Rigerously enforce the requirements of the Positive Discipline Behaviour Policy. * Lead the Behaviour Team, including Pastoral Support Officers and other key pastoral colleauges in the execution of their roles. |
| **Key Responsibilities:** | * Execute in full the requirements of the Positive Discipline Behaviour policy within the Academy, ensuring that all policies, procedures and protocols are adhered to by all colleagues, in full. * Relentlessly seek to improve the behaviour of young people at The Farnley Academy in order to meet targets set by the Principal and Local Governing Body. * Quality assure all Behaviour Systems in the Academy, ensuring that there is total consistency of approach in dealing with behaviour concerns. Enforce the very highest of expectations at all times. * Provide strong leadership and CPD for the Pastoral Support Officers and other colleagues in the behaviour team, resulting in high standards of behaviour, minimum exclusion rates and ensures excellent outcomes for young people. * Assess the needs of students and use detailed knowledge and specialist skills to support student's learning and positive behaviour development. Put in place actions which support students but do not undermine the Positive Discipline policy. * Develop relationships with students identified as needing particular support in order that academic and behaviour progress targets are met. * Liaise with parents and staff on student behaviour and welfare matters keeping them informed regarding disciplinary issues and actions. * Communicate positive and negative concerns to parents and carers working with them to ensure improvement where there are concerns. * Ensure all student records are kept up to date both electronic and hard copy and that all relevant information is disseminated to staff. * Liaise with and organise support as require with external agencies and partners. * Fully manage the processes and procedures surrounding after school detentions. * Lead the behaviour team in coordinating the re-integration of pupils back into mainstream lessons after exclusions. * Lead on all aspects of the coordination of Monday morning form tutor briefings, ensuring that materials are quality assured for consistency purposes and that sessions are delivered to the very highest quality. * Monitor the school hallways throughout the day challenging where required any student who is out of lesson. * Support the ‘On Call Manager’ where required with requests for support across the Academy, visiting classrooms and removing students where required by the classroom teacher, allowing learning of other students not to be impacted by behaviour. * Cover breaks and periods of illness in the school isolation unit where required. * Implement strategies to support pupils with social, emotional and behavioural difficulties, setting challenging and demanding expectations and promoting independence. * Work collaboratively with the Inclusion and Safeguarding Leader and Attendance Leader to ensure that all students are safe. * 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. * Monitor carefully behaviour trends, ensuring that a preventative approach is taken to managing student behaviour. * Visit lessons regularly to support students who have had a history of not meeting academy expectations. * Provide training to colleagues across the Academy as directed by the Principal / Vice Principal (Behaviour & Safety). * Work as a Child Protection Designated Officer (training will be provided if required). |
| **General Duties:** | * Provide the Vice Principal (Behaviour & Safety) and Principal with regular comprehensive updates on behaviour within the Academy, seeking advice and guidance where required. * Keep up to date records of all behaviour incidents. Follow up on all reported incidents. * Provide reports to the Senior Leadership Team &Governors as required. * Provide support to the Inclusion and Attendance team as required. * Provide support to the Administration Team as required. * Attend key after school events and fully participate in training days. * Attend staff training and briefings as required by the Principal. * Attend middle and senior leadership meetings as required by the Principal. * Complete AM, Break, Lunch and PM duties as required by the Principal. |
| **Accountability**  **Key Performance Indicators:** | * Accountable for ensuring that Positive Discipline is implemented fully and consistently across the Academy. * Accountable for a reduction in fixed term exclusions to a level below the national average and Isolation numbers to levels in line with targets set by the Principal. * Accountable for delivering a reduction in the number of lesson removals through early intervention work. * Accountable for ensuring that on call requests are actioned within an agreed timescale. |