



JOB DESCRIPTION

Behaviour Lead - Social, Mental and Emotional Health
NJC Scale 5, Term Time only

Responsible to: Head of Inclusion

OVERALL RESPONSIBILITY

To work under the guidance of the Head of Inclusion to undertake work, care and support programmes, to enable access to learning for students and to deliver intervention programmes to small groups of students or 1:1. To monitor, track and evaluate student progress in these areas.

Main Responsibilities and Duties

Support for Students

- Support identified pupils' learning and track their progress and achievement accordingly.
- Supervise and provide particular support for students identified to support their behaviour for learning.
- Assist with the development and implementation of Behaviour Support Plans (BSP's) and Pastoral Support Plans (PSP's).
- Establish constructive relationships with students and interact with them according to individual needs.
- Ensure all tracking and monitoring documentation is up to date in order to measure impact of interventions on student progress.
- Promote the inclusion and acceptance of all students.
- Set challenging and demanding expectations and promote self-esteem and independence.
- Provide feedback to students in relation to progress and achievement.
- Support students where necessary in unstructured times such as break and lunch time.
- To support pupils from the Social, Mental and Emotional Health (SMEH) Resource Base in the classroom and one-to-one settings.
- To participate in providing extracurricular activities.

Support for Teachers

- Use strategies, in liaison with the teacher, to support students to achieve behaviour for learning goals.
- Assist with the planning of interventions to support students with SMEH or who are subject to BSP's and PSPs. Monitor students' responses to learning activities and accurately record achievement/progress as directed within interventions.

- Provide detailed and regular feedback to the Head of Inclusion on student's achievement and progress.
- Support teachers to ensure inclusion of pupils from the SMEH Resource Base in their lessons.
- Promote good student behaviour, dealing promptly with conflict and incidents in line with the school Behaviour Policy and encourage students to take responsibility for their own behaviour.
- Establish constructive relationships with parents and carers.

Support for the School

- 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.
- Be aware of and support difference and ensure all students have equal access to opportunities to learn and develop.
- Contribute to the overall ethos and aims of the school.
- Appreciate and support the role of other professionals.
- Attend and participate in relevant meetings as required.
- Participate in training and other learning activities and performance development as required.
- Assist with the supervision of students out of lesson times, including before and after school and break and lunchtime.
- Accompany teaching staff and students on visits and out of school activities as required and take responsibility for a group under the supervision of teaching staff.

General

- To unequivocally support and promote the values and ethos of The Elmgreen School.
- To have due regard for safeguarding and promoting the welfare of children and young people and to follow all associated child protection and safeguarding policies as adopted by the school and Local Authority.
- To implement the Council's Equal Opportunities Policy and work actively to overcome discrimination on the grounds of race, gender, disability, sexuality or status in the Council's service.
- To take responsibility, appropriate to the post for tackling racism and promoting good race, ethnic and community relations.
- To be aware of the responsibilities under Data Protection Legislation for the security, accuracy and significance of the personal data held in the schools systems.
- To undertake such duties as required to meet the needs of the service.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.

Compiled by: SGA	Created: 01/2019
Approved by: DBE	Revision Number:
	Revision Date: