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**Base School:** Finham Park School

**Post Title:** Restorative Justice Behaviour Program Leader

**Salary:** Grade 4

**Job Purpose:**

1. To lead the development and implementation of restorative justice programmes across the school.

2. To support the school in ensuring high standards of academic progress and attainment are achieved for all students, no matter what their starting points.

3. To support all staff in ensuring high standards of behaviour and routine across the school.

4. To equip students with the tools to improve their interactions with others so that they develop excellent communications skills.

5. To advise the Leadership Team on matters relating to student behaviour and reintegration.

**Multi Academy Trust Role:**

* To contribute to the development of restorative behaviour strategies across the Finham MAT.

**Line management:**

1. To work under the direction of the Assistant Headteacher (Support and Experience) in order to provide clear direction and effective management of processes that lead to improved behaviour.
2. To contribute to and work alongside the work of the College Leaders and Mentors

**Whole School Role:**

1. To write and develop resources that educate students in techniques that support a changed mind-set regarding their poor attitude to learning and interactions with others.
2. To ensure that students in the Refocus Room are actively engaged and supported in restorative activities during their day.
3. To convene reintegration meetings with parents/carers to discuss the terms of their child’s reintegration into lessons and the school as a whole following restorative intervention.
4. To attend multi agency review meetings as required.
5. To work with the AHT (Support and Experience) in reaching hard to reach families and students.
6. To provide cover support for days in exceptional circumstances.
7. Make recommendations to SLT regarding Alternative Curriculum pathways for students.

**Leadership:**

1. To work with the school in ensuring effective relationships with parents/carers are maintained.
2. To attend parents evenings.
3. To develop and implement policies and practices for behaviour which reflect the school’s commitment to high achievement which are consistent with school strategies and policies.
4. Under the direction of the AHT (Support and Experience) create a Restorative Behaviour Improvement Plan which contributes positively to the achievement of the School Strategic Framework, which involves pastoral staff in its design and execution.
5. To provide regular feedback which recognises good behaviour practice and supports staff in teaching students.
6. To monitor and control the use of resources in the Refocus Room.
7. To develop and implement systems for assessing, monitoring and recording individual pupil’s behaviour progress.