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## BEHAVIOUR SUPPORT LEADER/ LEARNING SUPPORT ASSISTANT

<b>Contract Type:</b>	<b>Permanent; 32.5 Hours per week; Term Time Only + INSET</b>
<b>Salary:</b>	<b>£20,895 - £23,041 Actual Salary depending on experience</b>
<b>Required for:</b>	<b>ASAP</b>
<b>Closing Date for applications:</b>	<b>Open-ended - Aylesbury UTC may close this vacancy without warning if a sufficient number of applications are received. An early application is therefore strongly advised</b>
<b>Interview date:</b>	<b>To be arranged with applicant</b>

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This is an outstanding opportunity to join Aylesbury UTC, a 14-19 Secondary School in Aylesbury.

Aylesbury University Technical College is a unique school offering the very best of technical education with outstanding links to our specialist employer sponsors. Our UTC specialises in Computing / Digital, Health Care / Social Care and Building Studies (final cohort). Our curriculum embraces the core subjects at Key Stage 4 coupled with an innovative focus on our specialisms which is then further developed into our Sixth Form.

The UTC joined Merchant Taylors' Oxfordshire Academy Trust on 1st November 2021. This has enabled an even sharper focus on professional development for staff with excellent support for teaching and learning and wellbeing. Shared practice across our schools lies at the heart of our Trust ethos and is already having an impact at the UTC.

We are looking for colleagues who are committed to supporting young people and are keen to buy into the vision of what makes a successful UTC.

Aylesbury UTC is a growing, non-selective school with students aged 14-19 who come from a very wide area including Buckinghamshire, Hertfordshire and Oxfordshire. We have an excellent reputation for supporting young people from diverse backgrounds in their pursuit for **purposeful destinations**. Our students successfully secure competitive university places, apprenticeships and employment positions. Importantly, we gain huge satisfaction from seeing students successfully joining local job sectors. We are proud of the careers focus throughout the school and we aim to support young people no matter what their chosen pathway.

Students enjoy a huge range of **employer engagement** opportunities such as work placements, mentoring, guest speakers, workshops, site visits and industry-specific projects. We have strong links with large multi-national and local organisations alike and we are particularly proud of the excellent working relationships with our local community.

Outside of the core curriculum, students predominantly complete vocational courses as these provide opportunities to gain valuable **technical qualifications** and offer more flexibility than an academic course. However, from September 2023 we have offered T-Level Health and from 2024, T-Level Digital. We review courses regularly to ensure that specific modules and qualifications match our students' and industry needs, giving students the strongest possible start to their careers. We are very fortunate to have **industry-standard facilities** which are frequently commented upon by visitors and students as being inspiring. Throughout the curriculum there are industry links and practical activities to ensure that students leave us with the experience and techniques to be able to thrive in their next steps.

Our students join us because they have a passion for the Computing / Digital, Health Care / Social Care or Building Studies sectors and they want to specialise in one of these. We are an **inclusive** school in a selective Buckinghamshire educational landscape and are determined to serve our local community well. Students of all abilities thrive at Aylesbury UTC and we pride ourselves on ensuring that every student fulfils their potential.

Staff – teaching, support and associate – are happy at Aylesbury UTC. **Professional development** is important to us and our programme is varied but also bespoke to support individual needs and priorities. Our annual two-day Teaching and Learning Conference is probably the highlight of this programme. We embrace the inevitable challenges of working with young people and staff are supportive of each other. It is an excellent place to work and we are committed to staff wellbeing and a healthy work-life balance for all our colleagues.

This post would be ideal for someone with experience of working with and engaging young people. We are seeking a candidate who has students' best interest at heart and can build strong relationships. The candidate will need to be flexible in their working habits and be able to take on aspects of both behavioural support and learning support.

## Selection Criteria

The successful candidate will be able to meet the following person specification criteria:

### Person specification

Criteria	Qualities
<b>Essential</b>	<ul style="list-style-type: none"> <li>➤ Have some experience of working with disaffected young people</li> <li>➤ Have or obtain an Enhanced DBS Certificate (originally a CRB)</li> <li>➤ Be trustworthy</li> <li>➤ Be sensitive</li> <li>➤ Have the ability to empathise</li> <li>➤ Be discreet</li> <li>➤ Be a reflective practitioner, who has the potential to develop his/her own career further</li> <li>➤ Have the ability to communicate effectively with staff, parents and students</li> </ul>

<p><b>Desirable</b></p>	<ul style="list-style-type: none"> <li>➤ Ability to take initiative</li> <li>➤ Ability to work alongside a range of professionals</li> <li>➤ Previous experience of working in a flexible way</li> <li>➤ Previous experience of working with young people</li> <li>➤ Previous experience of working in a UTC</li> </ul>
<p><b>Personal qualities</b></p>	<ul style="list-style-type: none"> <li>➤ A commitment to getting the best outcomes for all pupils</li> <li>➤ Uphold and promote the ethos and values of the school</li> <li>➤ Commitment to equal opportunities and securing good outcomes for pupils with SEND</li> <li>➤ Ability to work under pressure and prioritise effectively</li> <li>➤ Maintain confidentiality at all times</li> <li>➤ Commitment to safeguarding and equality</li> </ul>

## Job Description

### Job Purpose

To lead the management and support of student behaviour across the school in Years 10 to 13 and support students in the classroom as part of the learning support team.

### Duties and Responsibilities

#### Responsibility of a Behaviour Lead

- Support Assistant To support young people in changing and reflecting on their behaviour
- To support and reinforce teacher instructions, modifying where appropriate to aid understanding and access learning.
- To pass on information regarding student difficulties – physical emotional, learning and social.
- To share behaviour targets for students with staff when requested.
- To gather/report information as directed.
- To promote inclusion
- To be 'on call' during lesson times to support teachers with poor behaviour, as per the UTC behaviour policy.
- Leading on the monitoring of students' behaviour before and after school – including the journey to and from school - and at breaks and lunchtimes
- Responding appropriately and swiftly to day-to-day issues around behaviour
- Taking responsibility for creating clear plans for reintegration following suspension

#### Duties in relation to students

- To develop an understanding of the needs of the students concerned, establish good relationships and act as a role model.
- To have access to all relevant information that sheds light on student needs including assessment and review materials.
- To take into account the student's individual needs and facilitate access to the lesson and its content through appropriate clarification, explanations, equipment, and materials including ICT.
- To liaise with staff to set work for students where appropriate
- To help student develop study and organisational skills.
- To help keep student on task and to build motivation.
- To help reinforce learning.
- To help build the student's confidence and encourage independence.
- To support the integration of the student into the class
- To maintain a positive attitude.

#### Other Duties

- To be familiar with and adhere to all School Policies
- To fulfil your duties and responsibilities regarding safeguarding pupils and health and safety
- To support the aims and ethos of the school and promote good relationships with students, colleagues and parents
- To set a good example in terms of dress, punctuality and attendance

- To participate in the School's arrangements for appraisal, professional development, meetings cycle, quality assurance and internal verification

## General Duties

Aylesbury UTC is part of Merchant Taylors' Oxfordshire Academy Trust. At 'MTOAT' we pride ourselves on providing a safe and happy environment where young people can flourish and we want to send every young person into the world able and qualified to play their full part in it. Merchant Taylors' Oxfordshire Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All successful candidates will be subject to DBS checks along with other relevant employment checks.

The performance of all the duties and responsibilities will be under the reasonable direction of the Principal, or other Senior Manager if appropriate, who will be mindful of their duty to ensure that the employee has a reasonable workload and sufficient support to carry out the duties of the post.

## Next Steps

- Further information and an application form can be found on our school website at <https://aylesburyutc.co.uk/about/team/vacancies/>
- For more information or to arrange a visit to the school (strongly encouraged), please contact [reception@aylesburyutc.co.uk](mailto:reception@aylesburyutc.co.uk)
- Please email all completed applications to: [recruit@mtoat.co.uk](mailto:recruit@mtoat.co.uk) (our Trust HR team)
- **Closing date:** Open-ended - Aylesbury UTC may close this vacancy without warning if a sufficient number of applications are received. An early application is therefore strongly advised.
- **Interviews:** Interviews will be arranged directly with applicants