



Job Description

Behaviour Intervention Manager

Purpose:	<p>To work within our Pastoral Team, and support teaching staff, in their work with young people experiencing behavioural and emotional difficulties. You will play a key role in helping raise the standards of students' behaviour and achievement, enabling them to become independent learners.</p> <p>An already highly efficient and structured pastoral system exists at West Hill School. You will be that positive role model, who can earn the respect of young people through consistency and the ability to maintain a firm but fair approach. You will need to be assertive, whilst being able to create and maintain positive relationships. A mentor who is approachable, yet one who sets boundaries in which all students can thrive.</p>
Responsible to:	<ul style="list-style-type: none"> • The Head teacher /Assistant Head (Standards & Culture)
Responsible for:	<ul style="list-style-type: none"> • Behaviour Mentor(s) • Behaviour Support Unit Manager

Safeguarding

- Have a full knowledge and appreciation of the range of extended services that could be drawn upon to provide extra support for students.
- Liaise with parents/carers/external agencies, including the initiation and/or representation at EHA meetings.
- 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.
- Establish and maintain positive relationships with all stakeholders.
- Attend Child Protection (CP) conferences and follow-on core group meetings.
- Initiate communication with families where there are CP concerns.
- Engage with appropriate professionals to ensure the best welfare provision for our students.
- Act as Deputy Designated Safeguarding Lead (DDDSL) and attend network meetings when necessary.
- Assist with the maintenance of internal safeguarding record keeping mechanisms.

Support and inclusion

- Assist others in developing inclusive strategies to support students who are causing concern.
- Be aware of, and support, differences and ensure all students have equal access to opportunities to learn and develop.
- Work closely with the Pastoral Team to identify children and families who require support or intervention.
- Provide therapeutic support to students who are struggling to engage with classes and staff, in cooperation with the Inclusion and Pastoral Teams.
- Manage interventions and support, including co-ordination and planning.
- Support the transition team in ensuring effective and successful transition of students from Year 6 to year 7, specifically, having responsibility for those with whom there are safeguarding concerns.



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- Contribute to weekly Inclusion Team meetings.

Behaviour support

- Work closely with the Pastoral and Inclusion Team, to monitor and mentor both individuals and groups of students at risk of becoming disengaged.
- Contribute to alternative curriculum arrangements for disengaged students, for example, taking small groups of students off-site for specific activities.
- Act as a liaison with external agencies such as alternative education providers, local support services and the Police.
- Devise, monitor and review Behaviour Support Plans (BSP) in conjunction with the Pastoral Team.
- Be innovative in terms of developing behaviour support strategies, and have tenacity when behaviours don't appear to be improving.
- Carry out observations to identify behaviour issues.
- Maintain thorough records of behaviour interventions.
- Encourage students to re-engage with their learning.
- Assist with staffing in the Behaviour Support Unit.
- Line-manage members of the Behaviour Support Team.

Student wellbeing

- Provide pastoral support to promote positive attitudes to learning and behaviour, in order to maximise the achievement and wellbeing of students.
- Work with the Inclusion Team to promote positive mental health and encourage student wellbeing.
- Undertake 1:1 emotional support work with specific students where appropriate.
- Provide a supportive environment for vulnerable students in the Emotional Support Unit at unstructured times.

School Ethos

- Play a full part in the life of the school community, supporting its distinctive ethos and encouraging staff and students to follow this example.
- Contribute to the wellbeing and safety of all staff and students.
- Model the high standards as determined by school protocols.
- Fulfil wider professional responsibilities.
- Be familiar with, and follow all, school policies.