

Job Title: Behaviour Consultant

Grade: 14, Scale point 44 (£58602 FTE). Pro-rated for 7 hours a week (£10,413) or £224 per day

Reporting to: Family Specialist and Interventions Lead

Hours: 7 hours per week (Term Time Only – 39 weeks per year)

Contract Type: Part-Time, Fixed Term

Direct Reports: None

Role Purpose

The Behaviour Specialist Consultant plays a vital role in supporting students who may be experiencing behavioural or emotional challenges. Working closely with staff, students, and families, the consultant will mentor targeted pupils, helping them to develop positive coping strategies, improve behaviour, and enhance their engagement with school life. This position requires strong interpersonal skills, empathy, and a proactive approach to student well-being and parental engagement.

Key Objectives

- Empower students to address current issues and develop healthy strategies for future challenges.
 - Model and maintain professional, trusting relationships with clear communication and boundaries.
 - Recognise and encourage each student's unique strengths, talents, and potential.
 - Actively listen and provide emotional support and encouragement where appropriate.
 - Facilitate engagement between students, their parents/carers, and the school, fostering a collaborative approach to progress.
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Key Responsibilities & Tasks**1. Mentoring & Intervention:**

- Deliver individual and/or group mentoring sessions for students identified for behavioural intervention.
- Design and implement appropriate intervention strategies tailored to student needs.
- Ensure parents/carers are informed and involved in their child's inclusion in intervention programmes.

2. Monitoring Behaviour and Impact:

- Support the school in maintaining low fixed-term exclusion rates.
- Monitor student progress through data analysis (attendance, effort, behaviour, and academic performance).
- Conduct termly reviews of student membership in intervention programmes based on behavioural and academic data.
- Provide clear evaluation reports including value-added analysis to demonstrate impact.

3. Communication & Reporting:

- Maintain regular and effective communication with Heads of Year and the Family Specialist and Interventions Lead regarding student progress.
- Maintain accurate and up-to-date records of all meetings, interventions, and communications with staff, students, and families.
- Ensure timely and appropriate parental contact for targeted students at least once per term.

4. Collaboration:

- Work collaboratively with school staff to ensure a cohesive approach to behavioural support.
 - Contribute to the overall development of the school's pastoral and intervention strategies.
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Person Specification

Essential:

- *Experience working with children or young people in an educational, therapeutic, or support setting.*
- *Strong interpersonal skills with the ability to build trust and rapport with students and families.*
- *Excellent listening, communication, and record-keeping skills.*
- *Ability to handle sensitive situations with empathy, discretion, and professionalism.*
- *Strong understanding of safeguarding and child protection principles.*

Desirable:

- *Background in behaviour management, youth work, psychology, counselling, or a related field.*
- *Knowledge of school systems and experience working within an educational setting.*
- *Experience delivering structured intervention or mentoring programmes.*