

Behaviour Lead job description

Job title:	Behaviour Lead
Location:	Ormiston Latimer Academy
Contract:	Permanent/Term time only
Salary:	Grade 6 - £32,201 to £34,702 (Actual)

Purpose

To lead and promote a positive, inclusive school culture by supporting students with emotional and behavioural needs. Contribute to the development, implementation and evaluation of the whole school behaviour policy. The Behaviour Lead works closely with staff, students, and families to reduce behavioural barriers to learning, improve attendance, and ensure students feel safe, understood, and supported in their education.

Main responsibilities

- Encourage the inclusion of students with emotional and/or behaviour difficulties in an AP setting by using positive behaviour management techniques designed to develop the student's ability to behave appropriately.
- Model support strategies designed to encourage and develop appropriate behaviour in a variety of settings, i.e. with individuals and group/whole class settings.
- Facilitate opportunities for student voice through regular check-ins, restorative conversations, and structured feedback, ensuring students are active participants in the shaping of their support and the school environment.
- Manage other support staff that provide support to pupils in and outside and classroom Lead 'catch up' rooms at break and lunch times.
- Lead after school detentions.
- Create a daily rota for support staff to ensure students are supervised at break and lunchtimes.

- Complete return from suspension meetings with students/parents.
- Produce 'Behaviour Support Plans' for students that frequently exhibit challenging behaviour and require further support.
- Hold responsibility for the supervision of individual or small groups of pupils to provide, advice, motivation and support on behaviour and welfare issues including the use of data.
- Attend relevant meetings and in-service training provided by the school.
- Supervise students around the school.
- Consult with parents regarding student support matters and responding to incidents of challenging behaviour.
- Liaise with parents/carers of excluded pupils to explain the reasons for exclusion and agree a way forward including procedures for a return to school.
- To assist with producing, implementing and evaluating behaviour support programmes.
- Deliver assemblies and contribute to the wider pastoral and behaviour strategy of the school.
- Perform any other reasonable duties as requested by the Principal and Senior Leaders, and any other tasks as required by the Trust within the Trust's group of schools.
- Create a daily rota for support staff to ensure students are supervised at break and lunchtimes.
- Manage the supervision of pupils excluded from school or following a different timetable.
- Provide reports on the impact of behaviour intervention strategies and provide feedback on behaviour and attendance statistics.
- Carry out any other duties commensurate with the role under the direction of the Principal.

Health, Safety and Security

- Co-operate with the employer on all issues to do with Health, Safety & Welfare.
- Support the School's implementation of all other current statutory requirements, e.g. Disability Discrimination Act, Access to Work, Equal Opportunities, Child Protection.

Pastoral Care

- Deal with incidents that are seen or reported regarding students' welfare.
- Report incidents and concerns to the Pastoral/ Safeguarding team

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. Elements of this job description and changes to it may be negotiated at the request of the Principal.

Person Specification: Behaviour Lead – Latimer Academy

Qualifications and Training

- Relevant professional qualification (e.g., QTS, HLTA, Youth Work, or equivalent experience in education or behaviour support).
- Evidence of ongoing professional development in behaviour management, safeguarding, or trauma-informed practice.

Experience

- Proven experience working with children and young people with SEMH (Social, Emotional and Mental Health) needs or in an alternative provision setting.
- Experience in developing and implementing behaviour support strategies and personalised behaviour plans.
- Experience of working effectively with multi-agency teams (e.g., CAMHS, social services, educational psychologists).
- Experience in leading or mentoring staff in behaviour management approaches.

Knowledge and Understanding

- Strong understanding of behaviour as communication and the impact of trauma, attachment, and ACEs (Adverse Childhood Experiences).
- Knowledge of restorative practices, positive behaviour support, and de-escalation techniques.
- Understanding of safeguarding procedures and child protection legislation.

Skills and Abilities

- Excellent interpersonal and communication skills with students, staff, and external professionals.
- Ability to remain calm under pressure and manage challenging behaviour effectively.
- Strong organisational and time management skills.
- Ability to lead, motivate, and support staff in managing behaviour consistently.
- Competent in using data to monitor behaviour trends and inform interventions.

Desirable Criteria

- Team Teach or equivalent behaviour management training.
- Experience in delivering staff training or CPD.
- Experience in using behaviour tracking systems (e.g., CPOMS, BehaviourWatch).
- Knowledge of therapeutic approaches (e.g., Thrive, Nurture, Trauma-Informed Schools).