LIVINGSTONE ACADEMY
BOURNEMOUTH
AN ASPIRATIONS ACADEMY

MADEIRA ROAD, BOURNEMOUTH, BH1 1QL

WWW.LIVINGSTONE-ASPIRATIONS.ORG
EMAIL: OFFICE@LIVINGSTONE-ASPIRATIONS.ORG

Behaviour Support Worker

Contract type: Permanent.
Hours: 8:00am - 4:00pm, Mon - Fri, 30 minute lunch break.
37.5 hours per week, 39 weeks per year (term time) plus INSET days
Salary: Grade E (points 7-11): £25,584 - £27,269 (0.856FTE)
Interview Date: to be agreed upon application
Starting Date: January 2025

At Livingstone Academy, we are passionate about excellence in education, giving pupils the very best start in life with a firm belief that aspirational teaching transforms lives. Our core belief is that for all students to have high aspirations, they must believe in themselves (SELF WORTH), be actively engaged in their learning (ENGAGEMENT) and see the connection between what they learn today and who they want to become tomorrow (PURPOSE). Livingstone Academy is part of Aspirations Academies Trust, who sponsor primary and secondary academies located across the UK.

We are looking to appoint a highly motivated, creative and enthusiastic person to join our happy, successful and forward-thinking school. We need colleagues who are ready to think big, improvise and learn alongside students; people who will strive to reach students in a flexible, progressive environment, which breaks the traditional walls between school and the world outside.

We are looking to recruit an exceptional candidate to the role of Behaviour Support Worker to join our team at Livingstone Academy. The successful candidate will liaise with teaching and support staff in relation to the behaviour, attendance and progress of individuals and groups of students developing positive attitudes and mindsets of all. The Behaviour Support Worker will play a pivotal role embedding the behaviour policy and the use of associated systems by training and developing staff and holding them accountable for implementation. Your focus will be to reduce levels of absence from lessons and poor behaviour amongst key groups (including disadvantaged, SEND and vulnerable students) and to work with identified students and their families to increase levels of engagement and ensure that the school's core values are embodied by students consistently. Ultimately, we are looking for a committed candidate with an uncompromising belief that all students deserve an outstanding education. They will uphold our inclusive ethos and provide opportunities for all students to progress well.

We can offer the right candidate:

- happy, well-motivated and engaged children, who are keen to learn;
- an experienced, hardworking and supportive team;
- a fun, friendly and supportive staff;
- pupils with excellent attitudes to learning and outstanding behaviour;

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- wide opportunities and specialist training for professional development within our Trust;
- a proactive approach to staff well-being, work-life balance and care for each person as an individual;
- an impressive new school building and stimulating learning environments.

If you:

- want to inspire future generations;
- have high expectations and a commitment to ensuring all children succeed;
- wish to work in a happy, friendly school with a positive attitude;
- work well in a team to support and learn from others;
- are able to bring energy and enthusiasm to the role.

Livingstone Academy and Aspirations are committed to children's safety and safeguarding; DBS disclosure requirements will apply to this post. View our Child Protection Policy on the school website. Aspirations Academies Trust and Livingstone Academy are committed to safeguarding and promoting the welfare of children and young people and require all staff and volunteers to share and demonstrate this commitment.

The successful candidate will be required to demonstrate that they meet the essential elements of the person specification and will be subject to pre-employment checks including a health check, and Enhanced DBS check and satisfactory references.

If you fit the qualifications above and are looking for a forward-thinking, innovative institution that embodies visionary leadership and embraces diversity, then LAB is the place for you!

Please do not hesitate to contact us. We would love to meet you and show you around our amazing Academy site. Please contact our office by email office@livingstone-aspirations.org, if you have any questions about this role.

I look forward to hearing from you and reading your application.

Kind regards,

Mr Loren Tharme
Principal
Livingstone Academy Bournemouth

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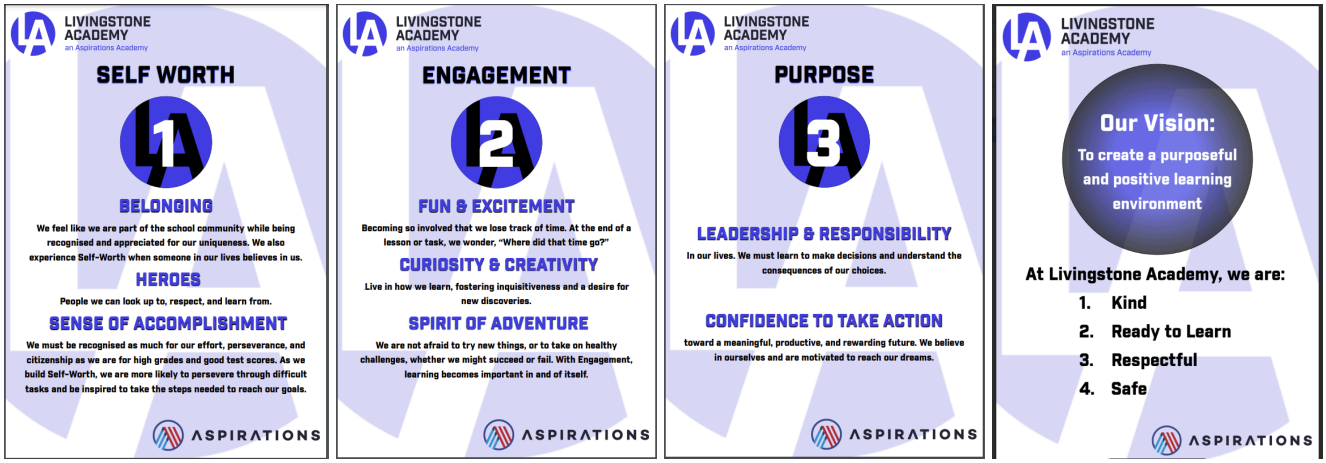
Behaviour Support Worker

The main focus of the role is to:

- Carry forward the Aspirations Trust and Livingstone Academy vision and values.
- Promote high expectations for all students and lead on the provision of appropriate support and intervention strategies to ensure that students' educational, social and emotional development needs are met.
- Be a lead figure in ensuring that the Behaviour and Culture policy and associated system(s) is thoroughly known and exercised in relation to all staff and support from parents.
- Maintain levels of absence from lessons and poor behaviour amongst key groups as low (including disadvantaged, SEND and vulnerable students) and to work with identified students and their families to increase levels of engagement and ensure that the school's core values are embodied by students consistently.
- Support teachers and pupils to promote engagement in learning.

To help the leadership team to:

- Ensure that the academy is a calm, predictable and respectful learning environment and that all students, and staff feel safe.
- Ensure students are able to learn in a positive and supportive environment and that they treat one another with courtesy and respect during lessons and when moving around the school and at break times.



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Main responsibilities

Working under the direction and leadership of the Assistant Principal for Behaviour:

- Ensure that the academy vision and values are adopted and lived.
- Embed the school's Behaviour policy and use of associated system(s) through knowing them inside out, training and developing staff, and holding them to account for implementation.
- Respond to any 'on call' requests within the academy which require students being re-engaged in their learning or removed from lessons to the reset room.
- Develop an ethos of high expectations of staff with regards to their knowledge of students' medical needs, behaviour needs, SEND needs, well-being needs and emotional support, and ensure that provision plans, EHC plans, and pastoral support plans are implemented in practice.
- To provide support for a student's emotional and social needs by encouraging and modelling positive behaviour in line with the academy's behaviour policy and demonstrating high expectations of work and behaviour.
- To assist with the general pastoral care of students, including helping students who are sick, distressed or injured.
- Supervising students at social times.
- Oversee and supervise detentions.
- Liaise with parents and informing of sanction when students have failed the reset room.
- Dealing with behaviour, attendance and pastoral issues in a positive manner, communicating actions to students, staff and parents as appropriate.
- Maintaining a high presence around the academy and supporting students to regulate their behaviour in lessons where required.
- Inform, consult and liaise with the Assistant Principal of Behaviour regarding student concerns and make recommendations regarding sanctions.
- Being the key adult for students who require mentoring or individual support.
- Collecting statements from students to support behavioural investigations.
- Supervise and support both individuals and groups of students, ensuring their safety and access to learning.
- Establish good relationships with students, acting as a role model and being aware of and responding appropriately to individual needs.
- Promote the inclusion and acceptance of all students.
- Promote and reinforce student self-worth and independence and employ strategies to recognise and reward achievement and resilience.
- Encourage students to interact with others and engage in activities.
- Encourage students to act independently as appropriate.
- Promote and support the inclusion of students, including those with specific behaviour needs, both in learning activities and within the classroom.

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- Use behaviour management strategies in line with the academy's behaviour policy to contribute to a purposeful learning environment and encourage students to interact and work cooperatively with others.
- Accompany teaching staff and students on visits, trips and out of academy activities, as required.
- Ensure effective communication with parents, creating and maintaining positive relationships and resolving complaints before they escalate.
- Carrying out administrative tasks related to all aspects of the role.
- Participate in relevant training and development opportunities as required.
- Support the academy's fire and emergency procedures by being familiar with the instructions for staff and students and take appropriate action should the need arise.
- Retain the confidentiality of all aspects of academy life.
- Comply with all decisions, policies and standing orders of the academy and Aspirations; comply with any relevant statutory requirements, including Equal Opportunities legislation, the Health and Safety at Work Act and the Data Protection Act.
- To be aware of and comply with policies and procedures relating to Child Protection and all aspects of safeguarding children.
- Undertake such other duties as may be reasonably required appropriate for the level of the post.
- Remain positive at all times and lead staff by example.
- Set a good example in terms of dress, punctuality and attendance.

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Person specification

BSW	Essential	Desirable
Qualifications		
A good standard of English and Maths at GCSE A*-C GCSE, or equivalent	Y	
Appropriate First Aid Training		Y
Professional Experience		
Experience of managing student behaviour	Y	
Experience of working in a secondary school	Y	
Experience of successful organisation and administration.	Y	
Ability to use IT effectively.	Y	
Knowledge		
Be familiar with the full range of school policies, particularly those regarding health and safety, equal opportunity issues and special educational needs (SEN).	Y	
Knowledge of behaviour management techniques and behaviour intervention strategies.	Y	
Knowledge of child protection and safeguarding.	Y	
Knowledge and good understanding of Mental Health First Aid.		Y
First Aid Qualification.		Y
Knowledge of the potential barriers to learning.	Y	
Skills		
A passion for education and making a difference.	Y	
Outstanding interpersonal skills and the ability to relate well to a wide range of people.	Y	
A high degree of emotional intelligence and the ability to apply this in day to day practice with young people and their families.	Y	
Ability to prioritise to meet deadlines and manage a fluctuating workload.	Y	
Excellent attendance and punctuality record.	Y	
Energy, enthusiasm, commitment, integrity and a good sense of humour.	Y	
Commitment safeguarding and Equal Opportunities; the ability to support and develop the Academy's Equal Opportunities policies.	Y	
Display a commitment and support for the aims of the Aspirations Trust in all its Academies.	Y	
A high degree of confidentiality and the ability to effectively share sensitive information to a wide range of audiences.	Y	