***JOB DESCRIPTION***

***POST: BEHAVIOUR ENGAGEMENT LEAD***

***Salary Scale Level 7 (scp 17-22 £23,836-£26,317) pro-rata***

***Actual Salary £20,753-£22,913***

***37 hours per week Termtime + INSET***

***(8.00 am-4.00 pm Monday-Thursday; 8.00 am-3.30 pm Friday with 30 minute lunch break)***

**Post responsible to:**

Assistant Headteacher i/c Inclusion

**Post responsible for:**

The post has no responsibility for staff

**Purpose:**

To deliver behaviour support across the school working as part of the pastoral and inclusion team

**Duties and Responsibilities:**

* To implement behaviour modification interventions specific to issues raised by pastoral staff and/or subject teachers, with particular focus on students who are identified through persistent disruptive behaviours and/or exhibit emotional or mental health issues
* To support the holistic progress of individuals and small groups by facilitating emotional and behavioural support using a variety of intervention strategies
* To deliver programmes of specific intervention e.g. mental and emotional health, self-esteem, anger-management, self-awareness, resilience, positive choices, aspirations, reflection etc. to groups and individuals
* To work with students to improve punctuality, levels of attendance and to ease a return to school following prolonged absence and/or exclusion.
* To assist with re-integrating and engaging students back into mainstream lessons
* To work under the guidance of the SENDCO, teaching and senior staff to implement agreed interventions and programmes of work
* To work with individuals and groups of students having received prior information e.g. current behavioural issues, academic levels and reason for referral, from the appropriate Head of Year
* To create a calm, working atmosphere with the minimum of disturbance and confrontation whilst applying the whole school expectations assertively and fairly
* To implement behaviour modification interventions specific to issues raised by subject teachers.
* To support the holistic progress of individuals and small groups by facilitating emotional, behavioural and academic support using a variety of intervention strategies
* To assist subject teachers to evaluate students individual behaviour management needs and advise on strategies to help improve behaviour and engagement in lessons
* To hold Restorative Justice meetings with students and class teachers where appropriate
* Supervise detentions and deal with behavioural issues at break and lunchtimes and assist in supporting the school’s Behaviour for Learning policy
* To communicate directly with parents/carers as appropriate with regard to student progress
* To contribute to, and support, the Early Help process by attending meetings and providing reports for use within school and for external agencies where appropriate
* To undertake break and lunchtime duties
* To advise and train staff in engaging challenging students

**Planning:**

* To work with teaching staff as appropriate to support lesson planning/evaluation/adjustment in order to meet the needs of specific learners referred to you

**Monitoring and Assessment**

* Utilise IT programs such as SIMS and Excel to aid continuous monitoring of progress
* To assist with the completion of progress logs for students referred to the pastoral/inclusion team
* To provide feedback to students, staff and parents in relation to progress and achievement as appropriate
* To be responsible for keeping and updating records as appropriate in order to contribute to reviews of systems/records as requested

**Teaching and Learning**

* To implement agreed learning activities/teaching programmes, adjusting activities according to pupil responses/needs
* To help students to access learning activities through specialist support
* To administer and assess routine tests

**General**

* To encourage students to interact and work co-operatively with others and engage all students in activities
* To ensure all students referred to you have equal access to opportunities to learn and develop
* To have due regard for the School’s Health and Safety, and Child Protection and Safeguarding policies
* To complete appropriate professional development as and when appropriate
* To undertake any other duties which may be assigned to the post from time to time as directed by the Head

*jmb/BehEngagementJOBDESCRIPTION*

*21 May 2019*