



Positive Behaviour Support Lead STA 4

Empowering Autistic people to lead independent, fulfilling & happy lives.

Job Description

Responsible to: Assistant Head - Behaviour Lead

Main Duties

To work collaboratively with students, teachers, parents/carers to promote positive behaviour, and to help students overcome barriers to learning such as disregulated behaviour. To coach, support and train staff to implement behaviour interventions/strategies. To plan, deliver and evaluate the impact of behaviour interventions. To work with external agencies as required. Support Behavior Lead to deliver Team Teach training.

Duties and Responsibilities

Support for students

- Working with the Deputy Head and Behaviour lead teacher to identify those most in need of help to overcome barriers to learning.
- To promote trauma and attachment approaches across school.
- Plan, deliver and evaluate the impact of activities/strategies to use directly with students with disregulated behaviour in a variety of settings, including one-to-one, small group and/or whole-class support. Coach staff to participate in delivering these strategies.
- Coach, mentor and empower students to be able to make informed choices about their own learning, behaviour and attendance, and to understand the links between these.
- Build and maintain productive relationships with all students, acting as a role model and mentor.

Working with and supporting staff

- Coach, support and train staff to implement behaviour interventions and appropriate strategies in class, and work with staff to adapt interventions to their classroom environment
- Support staff with the use of individual communication passports to include strategies for positive behavior support.
- Work with the Designated Safeguarding Lead (DSL) to support staff to understand behaviour that suggests students may be experiencing a mental health problem or be at risk of developing one.

Monitoring, reporting and administration

- Plan, deliver, monitor and evaluate the impact of behaviour interventions, including any support that is provided to students through external agencies
- Plan and promote strategies to encourage positive attitudes and behaviour across the school

Work with parents/carers

- Build and maintain positive relations with all parents/carers, particularly those hard to reach, to encourage families to take an active role in students' learning
- Liaise with parents/carers to discuss strategies that can help promote positive behaviour
- Carry out home visits, where necessary, to address behaviour concerns for individual students

Work with external agencies

- Participate in regular meetings with various outside agencies as appropriate, including social services, child mental health services (CAMHS), education welfare and educational psychologist.

Safeguarding

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the DSL to promote the best interests of students, including sharing concerns where necessary
- Promote the safeguarding of all students in the school

The post holder must be flexible to ensure that the operational and strategic needs of the school are met. Responsibilities will be rotated periodically to provide professional development and to enable preparation for promotion. This job description will be reviewed annually.

EQUALITY AND DIVERSITY

We are committed to and champion equality and diversity in all aspects of employment within Middlesbrough. All employees are expected to understand and promote equality and diversity in the course of their work.

SAFEGUARDING CHILDREN:

Beverley School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and uphold all relevant procedures.

I have read the Job Description and agree to all the terms and conditions set out. I also agree to comply with all School Policies, Child Protection and Health and Safety regulations. I understand that this Job Description is not an exhaustive list and I agree, when required, to undertake any reasonable request made by the Leadership Team.

Name:

Signature:

Date:

Person specification

CRITERIA	QUALITIES
Qualifications and training	GCSE or equivalent level, including at least a Grade C in English and maths
Experience	<ol style="list-style-type: none"> 1. Experience of working with children of relevant age, dealing with difficult situations relating to behaviour 2. Experience of assessing students' needs 3. Experience of delivering programmes/strategies with students with disregulated behaviour, including one-to-one, small group and whole-class activities 4. Experience of advising staff on suitable behaviour interventions 5. Experience of working closely with families/carers
Skills and knowledge	<ol style="list-style-type: none"> 6. Strong listening skills and proven ability to deal with sensitive situations with integrity 7. Proven ability to communicate effectively with adults and children, including through written and verbal communication 8. Proven ability to create good relationships with students, staff and parents 9. A well-developed understanding of strategies to manage and support young people with disregulated behaviour in a school environment 10. Proven ability to tailor interventions to individual students 11. Knowledge and understanding of the trigger points that lead to dysregulated behavior 12. Ability to review policies and procedures 13. Excellent understanding of safeguarding policies and procedures and their role in child protection 14. Proven ability to be flexible to changing workload demands and new challenges 15. Ability to use IT systems and to conduct analysis and produce reports
Personal qualities	<ol style="list-style-type: none"> 16. Willingness to provide the best possible opportunities for all students 17. Well-developed sense of empathy 18. Organised, proactive and self-motivated 19. Good time management skills 20. Commitment to upholding and promoting the ethos and values of the school 21. Ability to work under pressure and prioritise effectively 22. Commitment to maintaining confidentiality at all times 23. Committed to safeguarding, equality, diversity and inclusion 24. Understanding in trauma and attachment informed approach

Details

Salary: NJC Grade H17 – 20 £24,856 to £26,767 actual salary

Hours: Full Time (37 Hrs) Term Time only plus 1 week

Contractual Status: Permanent