DSL, Behaviour & Student Wellbeing Lead

**Remuneration:** Kent range 7 – 10 depending on experience / Main Pay Spine

1 – 6 for a qualified teacher applicant

**Closing Date:** 10/10/22

**Location:** Margate

The Lighthouse School is a small setting that offers a blended academic and therapeutic education for SEN children. We are rapidly developing new approaches and opportunities to support our young people.

# Our school has:

A clear and shared vision. Strong supportive management.

An innovative and creative approach.

A first class and highly motivated staff team. Excellent training and development opportunities.

A focus on raising and maintaining standards and opportunities for all our pupils.

# Salary

£22,581 to £39,613 based on Kent pay range 7 to 10 depending on experience (Main Pay Spine 1 to 6 for a qualified teacher applicant)

# Supervisory Responsibilities:

To assist and support the Principal with the management of all school staff, voluntary staff and support staff accompanying learners from Acorn Homes, as necessary.

# Main Purpose of the Job:

To ensure that:

The safeguarding of all students is paramount in the school.

Communication concerning safeguarding is clearly logged and passed onto external stakeholders.

Behaviour is monitored regularly in the school and additional support mechanisms are put into place to support students to behave in a positive way.

The best possible outcomes are achieved for learners across the school.

Contribute to the strategic leadership of the school, as a member of the extended leadership team.

Hold responsibility for the implementation, review and evaluation of social inclusion practices, policies and procedures at the school.

Be responsible for the implementation, review and evaluation of safeguarding, health and safety and pastoral care practices, policies and procedures.

Treat students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher’s professional position.

Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of students.

# Duties and Responsibilities:

To be the designated safeguarding lead for the school.

Manage behaviour effectively to ensure a productive and safe learning environment. Lead and Manage the pastoral and wellbeing team.

Liaise with parents and attend meetings to ensure parents are fully informed and can take joint responsibility for supporting their child’s behaviour.

Work within the code of practice relating to special educational needs; Update own and colleagues’ knowledge of statutory changes.

Communicate regularly with colleagues and give support and advice when requested. Update relevant policies when required and ensure procedures are followed.

Collaborate with other schools, and the local community as a means of sharing good practice.

# Leadership and Management:

Work collaboratively with Principal and Senior Leadership Team

Motivate and support staff to enhance their teaching repertoires, develop innovative practice.

Work with the senior leadership team to undertake appraisals and monitor performance of staff. Provide feedback and set targets for improvement where appropriate.

Create opportunities for mentoring, coaching, peer coaching, peer learning and training of staff. Contribute to the overall strategic direction of the school.

In partnership with the Principal, lead and report back on aspects of the whole-school self-evaluation process;

Support staff with the organisation of educational visits.

Submit notifications and forms as appropriate for residential visits, out-of-county visits and adventurous activities. Manage, audit, and monitor student risk assessments across the whole school and provide staff training.

# Administration:

Collect, collate and analyse performance and attendance data for all students, including those in vulnerable groups, and action as necessary.

Equip staff for the confident and effective use and interpretation of data held for the individuals and groups they work with.

Support the Principal in developing record keeping systems, with a view to improving outcomes for students. Submit data as necessary for student progress meetings and school target-setting purposes; highlight key concerns and achievements and share possible solutions.

Arrange and deliver staff training and other professional development activities relating to social inclusion, Safeguarding and Behaviour management, as relevant.

Attend and participate in relevant training and other professional development activities to update and develop own professional skills and knowledge of social inclusion.

Maintain and update the school behaviour / social inclusion policy in line with school and statutory requirements.

# Standards and Quality Assurance:

Keep proper and professional regard for the ethos, policies, and practices of the school, and maintain high standards in attendance and punctuality.

Make a positive contribution to the wider life and ethos of the school, including attending special school events and performances.

Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.

Develop links and collaborate with other key stakeholders including Governors, the Local Authority, other schools and the local community.

Deploy support staff effectively

Communicate effectively with parents regarding students’ achievements and well-being.

# Other:

Visibly support and uphold the schools’ policies on behaviour, discipline, and bullying;

Participate in and monitor the delivery of assemblies;

General involvement in the efficient day-to-day running of the school;

Ensure the day-to-day effective organisation and running of the school including the deployment of staff as appropriate; Ensure the effective dissemination of information, the maintenance of and on-going improvements to agreed systems for internal communication;

Working with the Principal and Senior leadership team, undertake key activities related to professional, personnel/HR issues;

Ensure a consistent approach to standards of behaviour, attendance and punctuality are implemented across the school;

Carry out any other duties as may reasonably be requested by the Principal or Governing Body.

# We look forward to hearing from you

*Acorn Group are committed to ensuring the safety of our young people is upheld at all times, therefore all positions require an enhanced disclosure and satisfactory references. As an employee of Acorn Group it will be expected that you demonstrate the same commitment, by following our policies and procedures, as well as attending all mandatory training.*