

Job Description

Employees of the Skills for Life trust will ensure they are positive role models by demonstrating the Trust's Mission Statement and Values.

Job Title Positive Behaviour Support Worker

Responsible to: SENCO

Job Purpose: To support all staff to be curious about the underlying reason for a child's behaviour, work with colleagues, parents/carers, other agencies to support children in developing the skills needed for positive behavior.

Key duties and responsibilities

1. To support in the implementation of positive behaviour strategies across the school providing advice and guidance to colleagues as appropriate.
2. To undertake individual casework with students or facilitate group activities to address the reasons for negative behaviour, including assisting in resolving relationship issues between students by using a conflict resolution approach.
3. In conjunction with the Inclusion Manager, support class-based staff and carers to gather relevant information in order to undertake assessment of student needs and assist in the development, review and evaluation of appropriate plans for individual students.
4. To liaise with parents / carers regarding behaviour and support parents in implementing behavioural strategies at home to ensure positive family support in meeting the school's expectations.
5. Under the direction of the SENCo collate and prepare information relating to assessments, statements and referrals to other agencies.
6. Under the direction of the SENCo, undertake routine liaison with external agencies e.g. Educational Psychologists, Specialist Teaching Service etc.
7. To coordinate behaviour rewards in school.
8. Liaise with the SENCo to undertake interventions with a child at home whilst excluded, create an appropriate action plan and support with their reintegration to the school to help prevent further exclusions.

9. Contribute to the development of policies relating to behaviour management and undertake training with staff groups to ensure a consistent approach throughout the school.
10. To maintain and update records relating to student behaviour; sharing information with colleagues as appropriate.
11. Comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.

I agree that this job description conveys an accurate description of this job.

This job description is not exhaustive and subject to review by the Headteacher in consultation with the post holder as appropriate to the changing needs of the Academy, or anticipated changes in the job commensurate with the grade and job title.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

The Trust will endeavour to make any necessary reasonable adjustment to the job and the working environment to enable access to employment opportunities for disabled applicants or continued employment for any employee who develops a disabling condition.

Signed..... Date.....
Employee

Behaviour Mentor
Person Specification

| | Criteria |
|-----------------------------|---|
| Qualifications | Knowledge and skills equivalent to national qualifications level 3. |
| Experience | <p>Previous experience of working with students and families in the public, private or voluntary sector.</p> <p>Experience of advising / guiding others.</p> <p>Experience of facilitating group work.</p> |
| Skills and Abilities | <p>Knowledge of coaching / mentoring strategies.</p> <p>Ability to build rapport, engage and motivate others.</p> <p>Good interpersonal and excellent communication, listening and observation skills.</p> <p>Ability to deal with difficult/sensitive situations.</p> <p>Ability to manage confidential information.</p> <p>Organisational abilities and accurate record keeping skills.</p> <p>Ability to work without immediate supervisions <u>within the boundaries of the role.</u></p> |
| Knowledge | <p>Sound knowledge and understanding of behaviour management strategies, rewards and sanctions.</p> <p>Knowledge of barriers to learning.</p> <p>Demonstrate an understanding of confidentiality and safeguarding / child protection issues in a school setting.</p> |