



## Behaviour Support Worker – Grade 6. 35 hours per week. 38 weeks plus 5 INSET days

### Core Purpose:

- To build and maintain positive working relationships with students to support them in meeting our 'ready respectful safe' expectations
- To contribute to the smooth running of the centre, by providing on call support for staff and students during the school day, assisting and managing the return of students to the classroom, feeding back to staff as appropriate.
- To provide targeted interventions to individual or small groups of students, as directed by the Centre Manager/SENCO

### Key responsibilities include:

- Helping students to manage their behaviour in a relational, trauma informed way, in line with the school's Relationships & Behaviour Policy, supporting de-escalation as needed
- To establish effective working relationships with students that models positive social interactions and improves their social and academic skills, raises their self-esteem, and provides small group opportunities for positive relationships and behaviour interventions
- Provide appropriate support for teaching staff to ensure a purposeful, orderly, and productive working environment, dealing with any behaviour issues, immediate problems or emergencies that arise, working with students to address any immediate barriers or concerns to enable them to re-engage with learning
- Deliver 1:1 or small groups interventions to promote positive social behaviours
- To undertake observations of pupils and groups of pupils to develop better understanding of possible barriers and strategies
- To assist in keeping detailed records of pupils' behaviour to produce reports when required.
- Supervise and support pupils that may be working outside of lessons.
- Liaise sensitively and effectively with parents/carers as agreed with the centre managers
- Support and assist regular reporting for, and where necessary attending, SEN Reviews or professional meetings such as Children in Care or children in need plans
- At times meet students in the home to support their return to school after a period of absence or following a suspension and to attend reintegration meetings if appropriate
- Producing and regularly updating centre displays that promote belonging for students
- Undertake break, lunchtime and at times offsite supervision of students

***Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as requested by the Director or senior leader***

Criteria	Essential	Desirable
Education		
Level 2 Literacy and Numeracy qualification	E	
A relevant, recognised qualification e.g. Diploma in Childcare, NVQ Level 3 for Teaching Assistants		D
Knowledge, skills and behavioural attributes		
Knowledge and understanding of students' barriers to learning	E	
Skills in working in a trauma informed, relational and restorative way with young people	E	
Ability to remain calm and empathetic under pressure or when supporting challenging behaviours	E	
Ability to, and proven experience of, dealing effectively with challenging behaviour, to be able to diffuse and deescalate to achieve successful outcomes and challenge and support others where there are concerns	E	
Proven ability to be able to communicate effectively and engage with disaffected students to motivate and enable them to reach their potential.	E	
Knowledge and understanding of the SEND Code of Practice		D
Ability to be able to work under pressure, meet deadlines, demonstrating flexibility and ability to embrace change	E	
Can work independently, unsupervised and manage time efficiently	E	
Can work collaboratively as part of a team	E	
Patient and calm, demonstrating unconditional positive regard for children.	E	
Experience		
Significant experience of working with children and young people with complex needs	E	
Experience of working with vulnerable groups, including SEND students or those with behaviours that challenge		D
Safeguarding		
Demonstrate a clear understanding of roles and responsibilities of duty of care and safeguarding	E	
Demonstrate a clear understanding of roles and responsibilities with regard to safe working practices	E	
Have a proven record of meeting professional standards and being an outstanding role model at all times	E	
Level 2 Safeguarding and Child Protection training		D
Other		
Driving license and willing to drive students	E	