

Job Title:	Behaviour Support Worker	Reports To:	Pastoral Lead (Asst Head)
Area:	All School	Direct Reports:	None

Core Purpose: To provide a complementary service to teachers and support staff in the school by addressing the needs of pupils who require support to overcome the barriers to learning they experience both inside and outside the school, in order that they are able to achieve their full potential.

Main Duties and Responsibilities:

Support for Children:

- To participate in the assessment of pupils who need extra help to overcome the barriers to learning they experience from inside and outside school.
- To draw up an action plan with the Pastoral Leader for individual pupils who need support.
- To work in a variety of ways to support, motivate and challenge pupils and raise levels of achievement including through support in class, 1:1 support and group activities.
- To maintain regular contact with families/carers of pupils in need of extra support, to keep them informed of the child's needs and progress, and to secure positive family support and involvement.
- To provide support to pupils who may be at risk of exclusion.

Support for Teachers:

- To work closely with the Pastoral Leader, Headteacher and class teachers to identify and implement individual mentoring plans for identified pupils.
- To use performance data to identify targets.
- To keep detailed monitoring and progress records.
- To report on the implementation of all action plans to the Pastoral Leader.
- To share knowledge and provide guidance to other staff in relation to a range of activities and programmes of support which will meet the needs of pupils.

Support for the School:

- To work closely with and under the supervision of the Pastoral Leader to support individuals and groups of children as directed and help with administrative duties such as the preparation of paperwork for meetings and reviews.
- To be involved in the sharing of relevant information between local agencies and schools
- To network with other Learning Mentors/Behaviour Support workers and share best practice.
- To attend relevant courses and staff training.
- To carry out other duties commensurate with the grade and nature of the post. Support for Families
- To work closely with families, providing a means for smooth and effective communication between the school, families and other agencies.
- To contribute to family learning and parenting classes.
- To attend weekly pastoral meetings and reviews covering the pupils this role supports.

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Qualifications & Attributes:

Essential:

- Team Teach Qualified
- Strong behaviour management skills
- Some knowledge of SEMH (Social, Emotional & Mental Health)
- The ability to model and deliver high standards of learning support
- The ability to work positively and effectively under pressure, taking note of, and acting on, all issues relating to the wellbeing and safeguarding of children
- A commitment to develop the personalities and abilities of all children at the school
- Proactive team member skills
- Flexibility as working with a range of children throughout school, as directed by the Pastoral Lead.
- Previous experience of working 1-2-1 with children in a primary school environment

Desirable:

- Experience of working EYFS children in areas of SEMH
- NVQ / CACHE Level 2 or 3 Teaching Assistant (Educational Based Degree is also applicable)

Approved By: _____

Date _____

Helen Stott (Headteacher)

Signed By: _____

Date _____

(PostHolder)