

POST: Behaviour Support Worker
SCHOOL: Delce Academy, Rochester, Kent.
Salary Scale: C1
Hours per Week: 37
Responsible to: Head of the Bridge

Role:

To work under the instruction and guidance of the Head of the Bridge and SENCo to address the needs of all pupils but especially those needing help with emotional and/or behavioural difficulties to overcome barriers to learning.

Establish productive working relationships with pupils in a variety of settings including, but not limited to, the classroom, on the playground and in the nurture groups.

Supervise and help pupils develop good social skills at lunch and playtimes following the schools agreed policies.

Key Tasks:

- Support the Head of the Bridge and SENCo in the planning and delivery of a personal social and emotional curriculum for children identified as needing additional support and intervention.
- Work with the Head of the Bridge and SENCo in developing and sustaining emotional and behavioural support across the whole school and within the Nurture Groups.
- Under the direction of the Head of the Bridge and SENCo, ensure the Nurture Group rooms are a safe, appropriate and stimulating learning environment.
- Receive and supervise pupils excluded or otherwise not working to a normal timetable as required.
- Using systems and strategies detailed by the Head of the Bridge and SENCo and/or class teacher, feedback information about pupils' performance and behaviour.
- Assist the Head of the Bridge and SENCo and/or class teacher with the development and implementation of individual Education/Behavioural/Support/Mentoring plans and behaviour management strategies.
- Support the Head of the Bridge and SENCo to develop one-to-one mentoring arrangements with pupils to provide support for distressed pupils.
- Support the Learning Environment Officers in the organisation and preparation of displays and resources.
- Provide information and advice to enable pupils to make choices about their own learning, behaviour and attendance.
- Provide feedback to pupils in relation to progress, achievements, behaviours and attendance.
- Support the challenge and motivation of pupils, promoting and reinforcing self-esteem.
- Support pupils' access to learning, using agreed learning activities and teaching programmes and adjust activities according to pupil responses and needs.
- Assist the Head of the Bridge and SENCo and/or Class Teacher in planning, evaluating and adjusting learning activities as appropriate.
- Support the Class Teacher in monitoring and evaluating pupils' responses and progress against action plans through observation and planned recording.
- Assist with the gathering of information and updating of records and contribute to the review of systems or records as directed.
- Assist with the development, implementation and monitoring of systems relating to attendance and integration.
- Provide appropriate administration support to the Head of the Bridge and SENCo and/or Class Teacher e.g. phone calls to parents/carers and other agencies: dealing with correspondence: assist/oversee with the input and compilation of pupil data/information on attendance.
- Supervise and develop play with pupils at break times and lunch times, following school guidance on times, behaviour, use of equipment/apparatus and safety.
- Assist with the supervision of pupils on visits and trips.
- Supervise pupils daily in after school activities as required.

Accountability – working with colleagues:

- Develop and maintain effective working relationships with all staff members and other practitioners by supporting their work and using their strengths and expertise to support and develop own working practices and procedures.

Accountability – professional development:

- Undertake professional development in line with the schools' development priorities and use information / knowledge / skills gained to support raising and sustaining high standards.
- Engage with Performance Management using the process to set personal targets within the whole school targets and identify priorities for continuing professional development.

Operational Organisation:

Report to the Head of the Bridge and SENCo.

Financial Accountabilities:

The post holder has no direct financial responsibilities.

Working Environment:

Your normal place of work will be at Delce Academy, although you may be required to support in any other associated school as may be reasonably directed by the Principal, Head of the Bridge or SENCo.

Person Specification:

- Educated to at least Foundation degree Status is essential.
- Proven successful experience of facilitating educational activities leading to achievement by pupils who experience additional learning needs and/or emotional social behavioural difficulties (ESBD) is essential.
- Demonstrate successful experience of building constructive relationships with;
 - Children who experience ESBD
 - Parents and carers
 - Senior leaders and other school staff
 - Practitioners and colleagues from other agencies
- An understanding of the needs of pupils who experience ESBD is essential.
- Knowledge of behaviour management strategies and ability to enable pupils to manage their own behavioural difficulties is essential.
- A commitment to facilitating activities which support inclusion and the ability to raise achievement and self esteem among de-motivated and disengaged pupils is essential
- Good knowledge of a variety of approaches to pupil engagement and learning with a focus on developing social skills and emotional literacy is desirable.
- An effective communicator with good interpersonal skills is essential.
- Good organisational skills and calm, confident approach is essential.
- Positive, enthusiastic and committed approach to supporting pupils progress is essential
- Flexibility and ability to work across all year groups is essential.
- Qualified First Aider or willingness to obtain.

This job description does not form part of the contract of employment and the duties may be varied to meet the changing needs of the school at the reasonable discretion of the Head teacher and in consultation with the post holder.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.