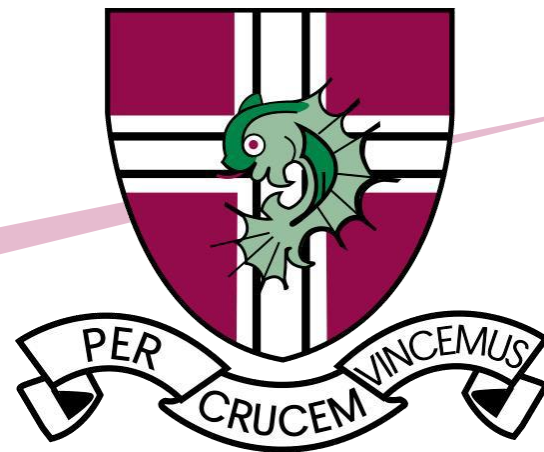


St John Fisher

Catholic Voluntary Academy



Information for Behaviour Support Lead candidates

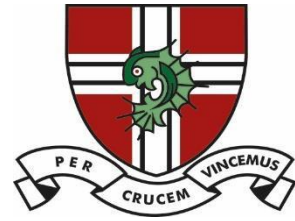
St John Fisher Catholic Voluntary Academy

Behaviour Support Lead

Monday to Friday. Term Time plus 5 days

Pay Scale & Salary: Grade 7, Point 14 – Grade 8, Point 22: £28,624 – £32,654

Actual Salary: £25,728 - £28,831 per annum



Letter from the Headteacher

It is my pleasure to welcome you to St John Fisher, an 11-18 voluntary aided Academy with approximately 1000 students on roll. It is one of 15 Catholic schools that form the Blessed Peter Snow Academy Trust across the local authorities of Kirklees and Calderdale. Currently, St John Fisher is the sole secondary school within the Trust.

We seek to appoint an outstanding Pupil Behaviour Support Lead. Leading a small team of Behaviour Support Officers, and working under the direction of the Senior Intervention Lead, you will have responsibility for the behaviour of a group of Key Stage 3 or Key Stage 4 pupils. We seek to appoint more than one candidate and we're looking for the best, to match the expectations we have for our students. We need someone with the drive and determination necessary to relentlessly drive up standards in our rapidly improving school.

If you are considering applying for this role, I expect you will have read the Ofsted inspection report from January 2023. Since the details were published, our school is unrecognisable from the description in the report. We have since had 3 very positive monitoring visits. The students at St John Fisher are wonderful young people who deserve the very best teachers and leaders & support staff. Since that last report, staff have delivered significant improvements for children across all aspects of the school, but particularly with regard to behaviour, attendance and safeguarding. This is just the beginning. It is our ambition to become the best Catholic school in Yorkshire. I would strongly advise any interested candidates to come for a tour of the school with me during the school day.

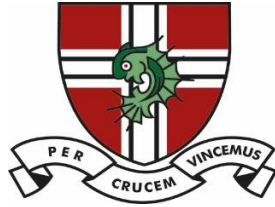
I believe we are building a team of outstanding practitioners who will make St John Fisher an incredible school. The successful appointment to this key role will be pivotal in our continued improvement. Therefore we seek the very best. We are proud of our team ethos, our talented teachers and our dedicated support staff who guide and nurture our students when they require additional help, or when they make mistakes. We do this regardless of background, circumstance or prior academic attainment.

I warmly welcome you to come and see the school for yourself.

Mr K. Mackey
Headteacher

Appointment Procedure:

Closing Date:	12pm, Wednesday 5th February 2025
Shortlist:	TBC
Interview:	w/c Monday 10th February 2025



St John Fisher Catholic Voluntary Academy

Headteacher: Mr Karl Mackey

Job Title: Behaviour Support Lead	
Work Location: St John Fisher Catholic Voluntary Academy	Salary: Pay Scale & Salary: Grade 7, Point 14 – Grade 8, Point 22: £28,624 – £32,654 FTE Actual Salary: £25,728 - £28,831 per annum
Reports To: Assistant Headteacher for Behaviour & Attitudes	

Responsible for:

- Pastoral support for students in Key Stage 3 or Key Stage 4, working under the direction of the Senior Intervention Lead and Assistant Headteacher.
- Leading the Key Stage Behaviour Support Officer.
- General intervention support for students with behavioural issues.
- Identifying and helping to remove the barriers to learning created by challenging behaviour.

Key Responsibilities

This job description may be modified by the Head Teacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

- To be a member of the Behaviour & Pastoral Team, to implement and support positive behaviour strategies across the academy.
- Assisting SLT in the management of all elements of student behaviour and implementation of achievements and sanctions on day-to-day basis.
- To take responsibility for supporting staff with behaviour issues during lesson time as a member of the Pastoral Team whilst on call.
- To support with the delivery of pastoral care and academic mentoring to students at the academy.
- To work alongside and undertake appropriate support to individual students with regards to their academic and personal progress e.g. mentoring, Protective Behaviours in areas surrounding criminal offences, mental health, bullying and behaviour.
- To ensure sanctions are applied consistently and in line with the academy's established Behaviour Policy.
- To undertake monitoring of key students and to set targets to aid and assist the appropriate intervention in relation to behaviour and progress.
- To promote, manage and be responsible for high standards of student behaviour, attendance, punctuality and uniform.
- To establish a positive partnership with parents/carers to involve them in their child's behaviour and attendance.
- To ensure that every student within the Academy remains safe: this will involve following all aspects of Safeguarding across the site.
- To work with other staff, including the Heads of Year, SENDCO and external agencies, as part of the Pastoral Team, to ensure that students' needs are identified, suitable Behaviour and Pastoral Support Plans are initiated, and that these are implemented effectively.

The postholder will also:

- Establish constructive relationships with parents/carers exchanging information, facilitating support for their child's attendance, behaviour and learning.
- Reward good behaviour and challenge/take action on poor behaviour.
- With the Senior Intervention Manager, support training and/or induction for staff on behaviour management.
- Monitor students' behaviour and with the Senior Intervention Manager, decide on a range of appropriate interventions and support to improve behaviour.
- Maintain a high degree of confidentiality with regards to student issues.
- Keep records and provide supporting materials for exclusion meetings if required.
- Create a culture where pupils consistently experience positive and enriching school experiences.
- Uphold educational standards in order to prepare pupils for their next phase of education and into adulthood.
- Ensure a culture of staff professionalism.
- Encourage high standards of behaviour from students, built on expectations, rules and routines that are understood by staff, students and parents – and that are clearly and consistently demonstrated by all adults in school, at all times.

St John Fisher is committed to safeguarding and promoting the welfare of children therefore all positions in the school will be subject to a satisfactory Disclosure and Barring Service check.

To comply with the Immigration, Asylum and Nationality Act 2006, all prospective employees will be required to supply evidence of eligibility to work in the UK.

This job description will be updated on a regular basis in consultation with the postholder. While every attempt has been made to make this job description exhaustive, there may be occasions when the specifics require review and/or the postholder may be asked to carry out additional, reasonable, requests of the Headteacher.



St John Fisher Catholic Voluntary Academy

Person Specification for Behaviour Support Lead

The application form will be used to determine whether candidates adequately meet at least the essential criteria in order to be shortlisted for interview. The criteria will be assessed both during the application and interview process.

Qualifications/Knowledge/Skills/Experience:

Criteria	Essential	Desirable	Measured
5 GCSEs at Grade C or above, including Maths and English or equivalent	✓		App / Int
NVQ 2 Teaching Assistant or Learning Development and Support Services or equivalent		✓	App / Int
Willingness to obtain basic first aid certificate as a minimum level	✓		App / Int
First aid certificate		✓	App / Int
Relevant experience working with children and young people in either a paid or voluntary capacity	✓		App / Int
Experience of working with pupils/students in a pastoral role in an educational setting		✓	App / Int
Experience of managing student behaviour in a positive manner	✓		App / Int
A thorough understanding of child protection policies and procedures	✓		App / Int
Ability to deploy a range of strategies and techniques to encourage learning and positive behaviour	✓		App / Int
A thorough understanding of the range of potential barriers to learning for pupils	✓		App / Int
Knowledge of Equalities and Inclusion policies and how these are implemented in schools	✓		App / Int
Organisational skills to manage time effectively, meet potentially conflicting deadlines and work without close supervision	✓		App / Int
Knowledge and understanding of the range of potential barriers to learning faced by children and young people	✓		App / Int

Additional

Criteria	Essential	Desirable	Measured
An understanding of relevant legislation concerning Safeguarding	✓		App / Int
Clear commitment and understanding of Trust ethos, vision and values and ability to uphold them	✓		App / Int
High levels of interpersonal and communication skills and the ability to build relationships and influence at all levels	✓		App / Int
To be fully up to date with current issues and developments in education	✓		App / Int
To uphold the academy's reputation at all times	✓		App / Int
To be willing to participate in a programme of personal development and training	✓		App / Int
To be willing to take part in the Academy Performance Management process	✓		App / Int