**Job Description**

Executive Behaviour Lead

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| Exec Behaviour Lead | |
| **Salary** | G10 |
| **Responsible to:**  **Employee Supervision:** | Executive Principal  Support staff |

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| Job Description |
| **Job purpose**:   * To work under the guidance of the Exec Team and within an agreed system of supervision. * Providing operational direction to the Behaviour leads at each academy. * To work with senior leaders and Behaviour for learning leads to implement systems which support SEMH progress and positive behaviours for learning * To provide specialist knowledge and to support and QA the writing of risk assessments and behaviour support plans * Provide coaching and training for staff in agreement with Senior Leaders * To provide data and reports as required to SLT, LGB, WAT and any external bodies * Support the maintenance of a calm and purposeful learning environment across the Springwell Lincolnshire academies * Provide specialist support to ensure that pupils are able to engage both in the classroom and across the wider school community. * Support staff in developing excellent classroom practice that supports positive learning behaviours * To raise the profile of Springwell Lincolnshire within the community as SEMH experts |
| **Key areas:**   * Support for Behaviour Leads * Support for the Teaching and non-teaching staff * Support for the Senior Leaders * Support for the wider community |
| **Duties and Responsibilities:**  **Support For Staff**   * Develop staff expertise in the use of specialist skills (e.g. de-escalation and restorative practice) to ensure that all pupils make SEMH progress * To be responsible for the review, development, implementation and QA of Risk Assessments and Behaviour plans. * Establish productive working relationships with staff, modelling practice and ensuring high expectations * Work with staff to promote inclusive practice and ensure staff understand the Springwell Lincolnshire Relationship Policy * Support groups of staff and individuals as agreed with Senior Leaders. * Encourage collaborative working to ensure best practice across Springwell Lincolnshire * Provide feedback to staff in relation to practice and the development thereof. * Work with senior staff to ensure support and intervention for Pupils who require bespoke provision * Work alongside SENDCos to support comprehensive assessment of pupils needs * Work alongside Behaviour Leads and SENCOs to develop a comprehensive range of intervention for pupils. * Work with staff to establish and develop appropriate learning environments and use of Regulate spaces/regulation activities to support pupils needs. * Work with Behaviour Leads and other staff to ensure consistency and quality in maintaining and updating records, information and data as agreed with school leaders, contributing to reviews of systems/ records as requested and producing analysis and reports as required. * Through modelling, promote and ensure health and safety, academy values and Springwell Relationship policy are followed, including the use of Restorative Practice. * Support staff to liaise effectively with parents/ carers as agreed with Senior Leaders * Contribute to planning, development and organisation of systems/ procedures.   **Safeguarding and Child Protection**   * Ensure that appropriate records are maintained for all areas of safeguarding and child protection in line with Academy policy. * Attend training as directed in order to ensure up to date knowledge and skills   **Support for the Curriculum**   * Develop staff’s ability to help pupils to access learning activities through specialist support. * Advise on the need for, prepare and maintain general and specialist equipment and resource to support effective behaviour * Provide specialist advice and guidance as required * Be aware of and appreciate a range of activities, courses, organisations and individuals to provide support for pupils to broaden and enrich their learning * Work with staff to determine the need for, prepare and use specialist equipment, plans and resources to support pupils.   **Support for the school**   * Support the Exec Leadership team in the development of policies and procedures relating to behaviour * Ensure compliance with policies and procedures including taking responsibility for tracking of staff training to ensure that staff receive refresher training within the required timeframe. * Ensure all pupils have equal access to opportunities to learn and develop. * Contribute to the overall ethos/ work/aims of the school. * Establish constructive relationships and communicate with other agencies to support achievement and progress of pupils. * Attend, lead and participate in regular meetings and briefings. * Work with Senior Leaders to develop, implement and deliver appropriate programmes of training and staff development * Participate in training and other learning activities and performance development as required. * Recognise own strengths and areas of expertise and use these to advise and support others.   **Support for the community**   * To co-ordinate and be responsible for external training ensuring appropriate cover is in place to maintain high standards within our own academies. * To support pupil transition, working with mainstream schools/colleges as pupils move on to their next steps * To work closely with the Safeguarding and pupil/parent support team to offer support and guidance for parents * Work with colleagues across Wellspring Trust to develop and support Positive Regard as an offer across the Trust and beyond.   **General**   * To undertake any other duties, commensurate within the grade, at the discretion of the Executive Principal * To develop & promote high standards throughout the Academy.   **Other**   * Ensure equality of opportunity is afforded to all persons both internal and external to the Academy, actively seeking to eliminate any direct or indirect discriminatory practices/behaviour. |

**Person Specification**

E = Essential D = Desirable

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| Criteria | E/D | How identified |
| Experience   * Experience of line management/supervision of staff * Experience of working with children with Social, Emotional & Mental Health Difficulties and a range of other SEN * Significant experience and knowledge of team teach. * Experience of delivering training | E  E  E  E | Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview |
| Knowledge   * Ability to interpret and use data to inform action * Specialist knowledge of pupils with complex SEMH needs * Knowledge of working in a school setting and working with outside agencies * Full working knowledge of relevant policies/codes of practice/legislation. * Knowledge of Team Teach legislation and practice. * Awareness of neuroscience, trauma informed practice and restorative practice | E  E  E  E  E  E | Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview |
| Skills   * Professional integrity and the ability to identify appropriate actions and interventions * Ability to organise, lead and motivate staff * Effective leadership skills and the ability to contribute to the leadership of a team * Ability to analyse data and report to SLT/LGB/WAT * Excellent communication skills at all levels * Excellent interpersonal and organisation skills * Ability to set appropriate professional standards for self and others and complete detailed performance management objectives in line with school policy * Effective use of ICT for monitoring and recording * Good listening skills and the ability to communicate effectively with children and young people, families, school staff and a range of other professionals * Ability to develop and lead on behaviour management training | E  E  E  E  E  E  E  E  E  E | Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview |
| Qualifications   * Team Teach tutor status * Recognised first aid certificate * A willingness to undertake further, relevant training as required | E  E  E | Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview |

**Behaviours and expectations**

All members of staff are expected to adhere to professional standards including the Trust and school code of conduct. Staff are also expected to demonstrate the schools values at all times

**General**

All staff, regardless of their position, are expected to undertake Team Teach training and work ​within "good practice" guidelines using a range of positive handling strategies, gradual and graded, involved in holding, guiding and escorting safely, from least intrusive to more restrictive holds.

You may be required to work at any premises within Springwell Lincolnshire or other premises within the Trust.

You may be expected to travel throughout the county and wider are and will, therefore, need to have a driving license and access to an appropriate vehicle with Business insurance. There may be a requirement to transport pupils from time to time, subject to appropriate risk assessments being in place.

As part of your wider duties and responsibilities you will be required to promote and actively support the school’s responsibilities towards safeguarding. Safeguarding is about keeping people safe and protecting people from harm, neglect, abuse and injury. It is about creating safe places, being vigilant and doing something about any concerns you might have.

The post holder must be willing to undertake an enhanced Disclosure and Barring Service check. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.