



Behaviour Support Worker

31.25 hours per week, Term Time only plus 5 INSET days

NJC 3a Points 5 - 7

**£17,204 – £17,785 per annum, actual salary
(£23,500 - £24,294 pro rata)**

Required for September 2024

June 2024



Welcome from our Executive Principal

Moggerhanger Primary School was graded "Good" in our most recent OFSTED inspection.

We are 'a little school with big ideas' located in a beautiful rural village near Sandy. We provide children with a rich and exciting education which is relevant to them and which develops their skills and abilities. Our size means children are treated as individuals. We put the children at the heart of everything we do.

The environment we provide is nurturing and caring. We ensure there are no barriers to learning. We believe children need to be nurtured and developed as individuals to enable them to become lifelong learners and good citizens.

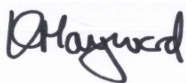
We are a highly successful school built on the partnership between pupils, parents/guardians, staff and the local community, due to our shared vision of high expectations. We, as a school, pride ourselves in ensuring that we achieve quality in all that we do. Our purpose is to work together to create a positive learning environment in which all pupils can realise their full potential. We encourage and support all our pupils and in return we expect high standards of work, conduct and appearance.

Moggerhanger Primary is a Values school and we believe this moral education underpins good behaviour and is a foundation stone of our school. The school is a fantastic learning environment that we continually improve and enhance. The staff, governors and children take great pride in working together to do this.

We are a forest school and make the most of the outside environment for lessons as much as possible.

May I take this opportunity to thank all applicants for their interest in this post and in Moggerhanger Primary School.

With best wishes



Miss Karen Hayward
Executive Principal

Behaviour Support Worker

The role of the Behaviour Support Worker is to work intensively with children that display challenging behaviour, and to help them re-engage positively with their education. This will involve raising the aspirations and developing the resilience of our children. The successful candidate will have experience in addressing challenging behaviour and/or other complex needs, have strong behaviour management expertise, and have a patient and an empathetic approach. You will be resilient, show initiative and believe you have the potential to deliver outstanding outcomes for all. The role will involve supporting children so that they are able to contribute positively to their own personal development, and that of the school community.

This role would involve educating and guiding children so that they are able to reflect on their behaviour, and develop the emotional intelligence and strategies required to prevent repeated instances of negative behaviour. This role also involves working with class teachers, and other pastoral staff, providing guidance and support to ensure that there remains a calm, focused and purposeful learning environment for all. They must also have the ability to work in collaboration with other members of staff, exceptional organisational skills and a devotion to student development. The right candidate will have the ability to inspire high achievement in young people from all backgrounds.

How to apply for the role:

Application is by completed application form. Applications are invited by email to: vacancies@sandysecondaryschool.com

Closing Date – Monday 8th July 2024 at 9.00am

Safeguarding

Posts working with either children and/or vulnerable adults will be subject to the disclosure of criminal records, the successful applicant will be required to undertake an enhanced DBS check.

Moggerhanger Primary School have decided to carry out online searches for shortlisted candidates as part of due diligence in our recruitment process, (as per KCSIE, paragraph 220).

The searches are conducted by a member of our staff and recorded in line with our recruitment and appointment protocols and procedures.

The process will be consistent, transparent, and fair and reflected within the Safer recruitment policy.

Person Specification - Behaviour Support Worker

Essential	Preferred
Education/Qualifications	
GCSE English & Maths at grades A*-C or equivalent	Training in behavioural management
Experience	
Minimum of 2 years experience of working with children with challenging behaviour	Previous experience of working in an educational setting
Skills/Knowledge/ Aptitude	
<p>Understanding of children's emotional and educational needs.</p> <p>Ability to work collaboratively with teachers and others</p> <p>Ability to effectively support and work with parents/carers</p> <p>Ability to take responsibility and work with autonomy within set boundaries</p> <p>Good interpersonal skills with ability to communicate effectively with children and adults</p> <p>Good written communication skills</p> <p>Good organisation and time management skills</p> <p>Ability to use ICT for recording, monitoring and reporting</p>	
Motivation	
<p>Commitment to self-development and willingness to undertake further training</p> <p>Commitment to developing inclusion for children</p>	
Physical	
<p>Ability to meet the needs of the children.</p> <p>Ability to work effectively in challenging circumstances</p>	
Other	
<p>Must be fluent in the English language in accordance with the Immigration Act 2016</p> <p>Ability to undertake extra-curricular activities</p>	Current First aid certificate

JOB DESCRIPTION – Behaviour Support Worker

RESPONSIBLE TO:	Executive Principal
LIAISON WITH:	Teaching staff, support staff, parents, children, external agencies
SALARY:	NJC Level 3a
HOURS OF WORK:	31.25 hours per week term time only 8.30am to 3.15pm (30 minutes lunch)
JOB PURPOSE:	To support teaching staff with pastoral and behavioural management

Main duties and responsibilities:

Support for Pupils

1. To support and assist pupils in managing their behaviour and in achieving their social and behavioural targets both in and outside the classroom.
2. To assist individual pupils experiencing difficulties in managing their behaviour by supporting them outside the classroom/social group.
3. To assist pupils back into the classroom/social group when they have regained management of their behaviour.
4. To set a good example to pupils through own presentation and personal and professional conduct.

Support for Teachers

1. To support teachers with the behavioural management of groups and individuals within the whole class setting, so that teaching objectives are met and best use is made of teaching time.
2. To assist in implementing good practice, including observing individual children in lessons.
3. To support teachers in establishing and maintaining a purposeful working atmosphere and setting high expectations for pupils' behaviour.
4. Under the direction of the teacher, to set clear targets for social and behavioural achievement of individuals and groups of pupils.
5. To contribute to developing and implementing of policy and good practice for pastoral and behavioural support which reflects the school's commitment to high achieving and effective teaching and learning.
6. To contribute to the monitoring and evaluation of pupils' progress in achieving pastoral and behavioural targets; using outcomes of evaluation to assist further improvement.
7. Working with the SENCO and any other staff with special educational expertise to contribute to individual education plans.
8. On occasion, as directed by the teacher, to undertake pastoral and tutorial responsibilities for a group or class of pupils.

Support for the School

1. To ensure that support for the behaviour management of pupils is consistent with the school's policies and programmes, sharing good practice with colleagues.



2. To assist in establishing good relationships with parents and carers and provide information about social and behavioural progress and targets.
3. To contribute to extra-curricular activities in order to provide further opportunities for pupils' social and cultural development.
4. To maintain confidentiality at all times in respect of school-related matters and to prevent disclosure of confidential or sensitive information.
5. To undertake tasks of a similar nature as directed by the Executive Principal.

Health and Safety:

To have an up to date knowledge and demonstrate a good understanding and knowledge of equalities legislation and the Equality and Diversity policies as applicable to the role.

Safeguarding:

Maintain and demonstrate a good understanding and knowledge of the School's Safeguarding policies and procedures as applicable to the role.

Whilst every effort has been made to explain the main duties and accountabilities of the post, each individual task undertaken may not be identified.

The School will endeavour to make any necessary reasonable adjustments to the Job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment of any employee who develops a disabling condition.

This Job Description is current at the date shown but following consultation with you, may be changed by the Principal to reflect or anticipate changes in the Job which are commensurate with the salary and Job Title.

Due to the nature of this job, it will be necessary for the appropriate level of Criminal Record Disclosure to be undertaken. Therefore, it is essential in making your application you disclose whether you have any pending charges, convictions, bind-overs or cautions and if so, for which offences. This post will be exempt from the provisions of Section 4, (2), of the Rehabilitation of Offenders 1974 (exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are "spent" under the provisions of the Act, and, in the event of the employment being taken up, any failure to disclose such convictions will result in dismissal or disciplinary action by the School. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

'We believe in the welfare and safeguarding of all children and expect ALL staff to share the same view'

Signed by Job Holder: Date:

Signed by Line Manager: Date: