



Job Description

Job Title:	Support Worker for Internal Alternative Provision
Salary:	Grade 2 SCP 3-5
Hours:	37 hours per week/Term-time plus 5 training days (39 worked weeks)
Responsible to:	Alternative provision Manager

VISION AND PURPOSE:

The purpose of this post is to develop, co-ordinate, deliver and quality assure a programme of Internal Alternative provision for targeted students.

Duties & Responsibilities:

- Encouraging assigned pupils with Behaviour, Emotional and Social needs to participate and actively engage in activities led by teachers
- Delivering and monitoring short term interventions on behalf of disengaged and disaffected learners
- Supporting pupils with the process of improving their behaviour and where necessary reintegration
- Supporting students with their Academic work as directed by class teacher and AP manager.
- Implementing, as required, social skills programmes, anger management programmes, individual behaviour programmes on a one to one basis or small group basis as directed by the Alternative Provision Manager
- Guiding and supporting assigned pupils in achieving their personalised behavioural and learning targets
- Build positive relationships with staff, students and parents to create an open and honest environment that best supports the students.
- Work with Management, staff and outside agencies to provide opportunities for pupils to achieve their very best
- Confidently give clear boundaries, Praise and encourage, See pupils as the individual that they are to encourage positive relationships and maintain standards of behaviour within the AP.
- Must be prepared to complete Positive handling training.

Additional Duties:

The Behaviour Support Worker may be directed to perform other duties on or off site in line with their Pay and Conditions and within the expectations for staff within ARRC. This is not an exhaustive job description and does not intend to specify the proportion of time spent on any of the duties outlined

herein. This job description will form the basis for the assessment of the performance of the Alternative Provision Manager within the context of Performance Management.

To complete other duties reasonably required by the Line Manager

PERFORMANCE MANAGEMENT:

The Post holder will be required to participate in the Academy's arrangements for performance management, professional development and the Academy's arrangements for quality assurance and internal verification.

CONTEXT:

All staff are part of a whole Academy team. Each individual is required to support the values and ethos of the Academy and Academy priorities as defined in the Academy Improvement Plan. This will mean focusing on the needs of colleagues, parents and students and being flexible in a busy environment.

Due to the nature of this job, it will be necessary for the appropriate level of Criminal Record Disclosure to be undertaken. This post will be exempt from the provisions of Section 4, (2), of the Rehabilitation of Offenders 1974 (exemptions) (Amendments) Order 1986. Therefore, post holders are not entitled to withhold information about convictions which for other purposes are "spent" under the provisions of the Act, and any failure to disclose such convictions will result in dismissal or disciplinary action by the Academy. 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 post.

Safeguarding

Our organisation is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment.

Signature:

Print Name:

Date: