

Behaviour Support Worker

Post	Behaviour Support Worker
Grade	Scale 3
Responsible to	Lead Behaviour Support Manager
Responsible for	Supervision of students and maintenance of good behaviour
Working hours	As per T&Cs
Working Weeks	39 weeks per annum,

Everyone at Plumstead Manor works to fulfil our **School Plan**. All support staff contracts are subject to the terms and conditions as set out in the latest **NJC Pay and Conditions (Green Book)**

Purpose:

1. Contribute to the development and provision of the highest quality of education at Plumstead Manor School.
2. Contribute to a daily provision of high-quality pastoral care including monitoring standards and patterns of behaviour and discipline, attendance and punctuality.
3. Support the supervision of the internal exclusion room.
4. Actively contribute to a school ethos founded on success and harmony, promoting excellence and equality for all in a diverse community.
5. Make sure that young people of all abilities and backgrounds fulfil their potential.
6. Engage all young people in interesting and engaging experiences at school.
7. Celebrate and promote the success of students especially those targeted for behaviour intervention programmes.

Members of our support and premises staff are expected to:

- Uphold the school vision and plan.
- Demonstrate their commitment to equality and justice, success and harmony.
- Actively support and support the highest standards and expectations for students across the school.
- Work collaboratively with other colleagues to ensure and realise the school vision and to meet the needs of individual students.
- Support the school's stance on equality and the provision of excellence for all our students in a successful and harmonious community.

Raising Aspirations, Securing Success

1. To supervise students and uphold the school's behaviour code and framework across the school, including at key changeover times at the start and end of the day, break time and lunch time and in between lessons.
2. Support the effective operation and monitoring of the Internal Exclusion and the Restorative Room as appropriate.
3. Support the effective operation of the school's on-call system.
4. Monitor movement of students around the site during lesson times and return to the classroom those absent without permission.
5. Supervise students during the lunch hour in across the school site.
6. Ensure all security arrangements and procedures are working effectively and reporting on any concerns immediately.
7. Undertake First Aid training and duties.

Challenge and Creativity

8. Understand and implement the school's Behaviour Policy, issuing rewards and sanctions as appropriate.
9. Support staff in implementing a restorative approach in promoting positive behaviour for learning.
10. Support student leadership roles including prefects and ambassadors in carrying out their role.

Cultivating Harmony and Respect

11. Uphold the school's high standards of behaviour and conduct and promote positive behaviour for learning.
12. Operate key aspects of the schools behaviour policy and framework and support its effective implementation.
13. Support staff in dealing with incidents of inappropriate student behaviour and intervene quickly using the school procedures where possible to prevent further incidents and resolve conflict.
14. Support Heads of Year, the Leadership Team and members of the pastoral team in collecting information about specific incidents including taking statements from students and communicating with parents and carers.
15. To hold behaviour reflection discussions and build positive relationships with students based on high expectations, combined with a supportive and nurturing approach which looks at the care of the 'whole child'.
16. Assist on reception during busy periods, ensuring that all visitors to the school receive a professional experience.
17. Ensure the guidance of Children Act are fulfilled including any supplementary Safeguarding and Child Protection guidance in line with school policies and procedures, including the PREVENT duty.
18. Complete any additional responsibilities commensurate with the level of this job description, as required by the Head Teacher.
19. To actively support students in the internal exclusion room with their classwork.

Behaviour Support Worker Person Specification

Person Specification

All support staff at Plumstead Manor are bound by the School Vision and Plan, and the shared expectations in the job description. This person specification shows what we require in order to be shortlisted for a post here. It shows the qualifications, experience, knowledge, understanding, qualities and attributes needed in order to carry out the duties in the job description. Candidates must provide evidence in the application form and supporting statement and at interview that they meet these requirements.

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Working Weeks	39 weeks per annum,

Selection Criteria

Training Qualifications and Experience	<p>Candidates must demonstrate that they have:</p> <ul style="list-style-type: none"> • English and Maths to Level 2 (or equivalent). • Experience of working with children in a pastoral role. • Experience in dealing with children and young people and being able to maintain a positive and responsive service. • Understanding of basic Health and Safety at work legislation. .
Personal, Professional Qualities and Attributes	<p>Candidates should demonstrate that they</p> <ul style="list-style-type: none"> • can support the Head Teacher in fulfilling the School Vision and Plan. • Ability to communicate clearly orally and in writing. • ability to liaise effectively with parents, carers, students, staff and other external agencies and suppliers. • have the ability to work in partnership and collaboratively with other members of a team. • through personal commitment, contribute to maintaining and developing our ethos based around excellence, justice, success and harmony. • seek and act on feedback from others. • have resilience and tenacity, combined with a high level of integrity. • understand what needs to be done, do it right, and on time.
Professional Knowledge and Understanding	<p>Candidates should demonstrate that they have</p> <ul style="list-style-type: none"> • Ability to establish and maintain effective working relationships at all levels (students, staff, parents, visitors, officers and contractors on site)

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| | <ul style="list-style-type: none">• Knowledge and understanding of the school's Safeguarding policy and practice.• An understanding of and commitment to the School's Equal Opportunities Policy and ability and willingness to promote equality of opportunity through the duties of the post.• Patience and firmness in dealing with students.• Understanding of the schools policies on Behaviour, anti-bullying and Child protection, safeguarding and the school's behaviour procedures.• An understanding of the educational, welfare and social needs of students during informal times and the importance of school meals and informal breaks as social and educational occasions.• Ability to interpret and apply direction and guidance from senior staff concerning the management of the school and the welfare and care of students.• To prioritise and use own initiative when necessary in dealing with issues and to adopt a flexible approach to all duties undertaken. |
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