

Job Description

Post: Behaviour Support Worker

Purpose

To challenge educational and social disadvantage by providing academic and pastoral support in order to achieve the highest possible standards and prepare all our students to lead successful lives.

Duties and Responsibilities

- Provide support and guidance to students who are experiencing difficulties in learning due to social, emotional or behavioural problems, or other issues which affect their ability to learn.
- Contribute to decision making around the selection of students for mentoring.
- Work with relevant staff to assess students' needs and devise strategies to overcome barriers preventing them from achieving their full potential.
- Work with students and relevant staff to develop, implement, monitor and review mentoring action plans.
- Help students to increase their confidence and self-esteem by listening to them and devising appropriate strategies.
- Run mentoring groups in response to assessment (e.g. Boxall), including creative and sporting activities.
- Help students who are not achieving their potential on a one-to-one basis outside the classroom or within lessons.
- Ensure mentoring is consistent and the relevant staff / parents are well informed.
- Support students through the transition to secondary education.
- Liaise with relevant staff and external agencies, as needed, to ensure all students' needs are met
- Contact parents / carers frequently in order to strengthen the three-way partnership between families, students and staff.
- Maintain accurate records and prepare written reports and evaluations.
- Participate in the academy coaching process.
- Engage fully in the academy appraisal process to fulfil personal potential and be able to participate effectively in the implementation of the academy's goals and improvement plan.
- Attend meetings / training and carry out administrative tasks and duties as specified on the academy calendar.
- Consistently implement all academy policies.
- Contribute to decision-making and consultation procedures.
- Report any safeguarding concerns immediately to a Designated Safeguarding Lead.
- Carry out any other reasonable duties as requested by the Principal.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually.

Person Specification

Post: Behaviour Support Worker

Attributes	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> Grade C or above in GCSE English and mathematics 	<ul style="list-style-type: none"> Good honours degree Qualified Teacher Status First aid qualification 	<ul style="list-style-type: none"> Application Certification
Experience	<ul style="list-style-type: none"> Values driven Working with young people Support students with a range of specific learning needs 	<ul style="list-style-type: none"> Working in an inner-city area of high deprivation Teaching or mentoring in a school Working in a similar role 	<ul style="list-style-type: none"> Application Interview References
Knowledge and skills	<ul style="list-style-type: none"> High expectations which motivate and challenge students Ability to construct successful relationships in order to manage behaviour Commitment to safeguarding Maintain confidentiality at all times Analytical thinker Maintain accurate and up to date records Microsoft Office, especially Excel, Outlook and Word 	<ul style="list-style-type: none"> Understanding of what makes a Dixons academy different and successful Some understanding of how children learn Safeguarding procedures Use of data management system/s e.g. SIMS Pupil Premium funding and proven strategies for raising attainment Current educational policy 	<ul style="list-style-type: none"> Application Interview References
Character	<ul style="list-style-type: none"> Strong moral purpose and drive for improvement Mission-aligned Humble and kind Motivated, enthusiastic, flexible Excellent interpersonal skills Good sense of humour Desire to develop yourself Ability to receive and act on feedback Strong attention to detail Ability to work under pressure Commitment to the full life of the academy 	<ul style="list-style-type: none"> Willingness to offer extra-curricular provision 	<ul style="list-style-type: none"> Application Interview References