



Employment details

HARRYTOWN CATHOLIC HIGH SCHOOL

Description of the specific role

Job title:	Behaviour Teacher
Reports to:	Assistant Headteacher (Behaviour)
Hours of work:	Full Time
Salary Scale:	Commensurate with experience

Main duties/responsibilities

General	
Take a lead role in the team supporting the provision for behaviour management at the school for pupils who have behaved poorly in class and have disrupted the learning of others. To operate appropriately the Phoenix Room, Academic Remove and On Patrol provisions that exist within our systems	
Be an advocate of the school's Behaviour for Learning Policy at all times, maintaining a positive and well-managed learning environment	
Continuously promote and facilitate independent learning	
Coordinate programmes of support for pupils referred to the Phoenix Room including Anger Gremlins, Zones of Regulation, Self-esteem etc.	
Take a lead in delivering appropriate behaviour strategies within the ethos of our school	
Gather and collate information alongside colleagues (Pastoral Managers, Heads of Year, Form Tutors, SLT, Subject Teachers) to produce a clear picture of an individual child's needs that informs next steps for the pupil	
Establish and maintain effective working relationships with teachers and other staff within the school	
Establish and maintain effective working relationships with the families (parents/carers) of those pupils with whom you will work	
Help to develop and devise systems and processes which engender highly effective communication between home, school, agency partners and support networks	
Ensure the smooth running of Academic Remove and our 'On Patrol System'	
Have a good knowledge and understanding of pupil behaviour and a variety of behavioural management strategies	
Take the necessary steps to effectively manage pupil behaviour, such as placing pupils on report, re-integration or monitoring programmes where appropriate	
Identify a series of mentors within school who can work with 1 or 2 pupils to build positive relationships and guide the pupil with regards to their behaviour	



'I have come that they have life and have it to the full' John 10:10





Facilitate achieving school objectives and improvement initiatives related to pupil behaviour
Undertake training, attend INSET days and carry out relevant CPD to further develop understanding of pupils' social, mental and emotional health (SEMH) needs and resulting behavioural difficulties
Undertake necessary administrative work, ensuring all records of behaviour management are accurately recorded and kept up-to-date. This is to include Provision Map updates of intervention, Pupils Support plans, Pupil Passports, referrals etc.
Supporting staff – this role is part of a team which will collaborate on the following
Work with the senior leadership team (SLT) and other staff members to ensure continuity of behaviour provisions throughout the school
Provide staff members with advice regarding behaviour management strategies to improve classroom behaviour and create a healthy learning environment
Be a point of contact for staff members with behaviour related concerns
Assist with implementing individual pupils' learning plans, pastoral support plans and behaviour contracts
Liaise with staff members in planning, assessing and adapting learning activities to pupils' needs
Support behaviour for learning focused training to staff members, as well as any other relevant CPD opportunities
Advise staff members on how to effectively support pupils' SEMH and meet their resulting needs
Reinforce and provide staff members with effective de-escalation and calming strategies
Effectively communicate the strategies and plans for identified individuals with staff
Implement effective de-escalation and calming strategies in order to support pupils during times of crisis
Liaise with pastoral staff members to ensure the wellbeing of pupils and their full participation in school life
Lead meetings with parents/carers to discuss concerns, identify needs, provide behaviour support and to engage the family
School procedures
Ensure consistent compliance of policies and procedures relating to safeguarding and child protection, health and safety, confidentiality and data protection throughout the school
Support and help develop and implement effective behaviour management strategies across the school, including reward and discipline systems
Ensure all behavioural events, both positive and negative, are recorded on the school's management information system
Contribute to and undertake risk assessments of pupils, identifying where help is needed





Support, help develop and implement policies and procedures in order to support pupils' SEMH
Identify and report safeguarding and child protection concerns following the procedure outlined in the school's Child Protection and Safeguarding Policy
Assessments and referrals
Work with the SLT and other leads in school to implement systems which support the school behaviour system
Carry out initial assessment of the needs of pupils and use specialist knowledge to support pupils' learning and behavioural development
Provide feedback in relation to pupils' progress, achievement, behaviour and to parents/carers on a weekly basis through a written report
Contribute to the writing of individual pupils' learning plans, pastoral support plans, behaviour risk assessments and behaviour contracts
Make referrals to external agencies where necessary, take part in TAC meetings, write EHAs and participate in reintegration meetings.
Monitoring and review
Monitor the progress of pupils who are accessing additional behaviour support
Review and evaluate the effectiveness of behavioural strategies in place and adjust where necessary
Take a lead role in the monitoring and support of pupils returning to school following suspension or an extended period of absence
Monitor, review and actively respond to the behaviour logs on Edulink and 'On Patrol' to identify pupils in need of additional behaviour support
Monitor pupils on report and inform parents/carers of improvements and concerns

