



EBOR ACADEMY TRUST

Job Description/ Person Specification

Job title – Behaviour and Wellbeing Leader

Salary – **£19805 - £22419** (reduced pro-rata actual salary £9028-£10225)

Hours – **20** hours per week Term- Time only

Purpose: To assist the teaching team in creating the right 'climate' for all pupils to Maximise their achievements across the spectrum of school life. To support children who have developed some barriers to their learning and so their behaviour and conduct has become a challenge. To offer guidance and support to parents who may need advice on how best to support their child whilst at school.

Main tasks:

- Provide 1:1 counselling/mentoring to pupils who need additional emotional support.
- Be a reference point for pupils who are not able to access learning as a result of a behavioural difficulty. Finding ways to deescalate the situation so they are able to return to the classroom setting.
- To promote whole school wide high expectations and aspirations in relation to pupil conduct and behaviour.
- To successfully manage a pastoral base, ensuring that children develop the skills that they need to become successful learners. Whilst providing any support that is needed for children to feel emotionally secure to deal with the challenges they face.
- Follow up any wellbeing or behavioural concerns, making telephone and written contact with parents as and when appropriate.
- Follow up safeguarding issues in line with the school policy and practice.
- Provide support to teachers who need additional guidance to understand and help support individual children from a social emotional and behavioural point of view
- Deliver social, emotional and mental health interventions to be able to identify children's potential triggers/problems.
- Provide counselling and support to children within a classroom setting who are experiencing a particular crisis.
- Deliver the schools Restorative ethos through effective circle delivery.
- Facilitate meetings with parents and class teachers to offer support with children who have a behavioural difficulty.
- Attend meetings regarding pupil's welfare/pastoral issues.
- Keep robust and rigorous records of all the work that is carried out with children and families, using the schools management information system.
- Be a positive and proactive advocate for the schools consistent and robust whole school approach to behaviour management
- Work with the academy specialist for behaviour and wellbeing on any training or support that may be required at other schools who work with the academy trust.



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Skills and attributes:

- Must be able to work collaboratively and as part of a team
- To have a positive outlook and an ability to always show enthusiasm even when faced with adversity and challenge.
- To be passionate and committed to promoting the importance of pupil wellbeing
- To be loyal and dedicated to the academy trusts ethos and values
- To be open to change and able take on board advice and guidance
- To be able to successfully manage situations of conflict and hostility, looking at creating a positive outcome for the pupil and the school.
- To have a personable yet professional approach, and ensure that translates in the way you approach parents, pupils and colleagues.
- Ability to manage your time effectively when under pressure and facing challenging circumstances
- To be able to work independently and accept direction and support to be able to deliver on the academies priorities in the area of pupil wellbeing and behaviour.
- To be able to demonstrate resilience and adaptability through periods of extreme challenge and change