

JOB DESCRIPTION

Job Title:	Behaviour and Engagement Intervention Officer
School:	Welling School
Location:	Welling
Reporting To:	Lead Behaviour and Engagement Intervention Officer
Key Internal Relationships:	Senior Leadership Team, Teachers, Support Staff, Parents, External agencies and other professionals

Our Commitment

Be Who You Are at TKAT - This Job Description represents the role as we see it in its entirety. We do not expect candidates to have in-depth experience of every element on application, but we do expect to provide you with the support and flexibility you need to get there and to enable you to do it your way. We want to demonstrate to our children and young people what a good, inclusive employer looks like in order to inspire them to be whoever they want to be.

Safeguarding - TKAT is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Offers of employment will be subject to the full Safer Recruitment process, including an enhanced disclosure and barring service check.

Equal Opportunities - TKAT is committed to equality of opportunity. We welcome applications from all suitable candidates, regardless of any protected characteristic for example race, gender, sexual orientation, disability or age. All applications are treated on merit. This includes applications from individuals wishing to work full time, part-time or on a flexible basis.

Job Purpose

Work inline with the school ethos and the trusts' vision. To uphold standards of behaviour in the school and conduct regular patrols to support teaching staff. To provide support for pupils who are presenting with behaviour that is challenging. To promote inclusion and provide a support service to the school and school staff in relation to the management of behavioural difficulties and strategies to prevent fixed-term and permanent exclusions.

Duties and Responsibilities

The Role

To play a crucial role supporting our young learners in mainstream settings. Building a supportive relationship is the key to success for both students and Behaviour Officer. Students that require support from a Behaviour Officer often display challenging behaviours so the role requires

people with a thick skin where insults are not taken personally and every day is seen as a new day.

- To encourage assigned pupils with Behaviour, Emotional and Social needs to participate and actively engage in activities led by teachers
- To support pupils with the process of improving their behaviour and where necessary reintegration
- Implement, 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 Class Teacher
- Guide and support assigned pupils in achieving their personalised behavioural and learning targets

Key Responsibilities

- To ensure a constant presence around the school dealing with behaviour incidents promptly
- To uphold standards of behaviour in the school and conduct regular patrols to support teaching staff
- To work proactively to prevent poor behaviour from escalating into a cause for concern
- To liaise with outside agencies where appropriate to enable students to manage their behaviour
- To sanction and aim to resolve serious behaviour incidents in the School through effectively running internal exclusions and community service
- To provide 1:1 and small group mentoring sessions for identified students
- To provide restorative justice where necessary
- To communicate regularly and appropriately with parents, carers and other relevant stakeholders
- To run community service for identified students
- Duties before school, at break and lunchtime and after school
- Small group or one-to-one intervention as required
- To keep appropriate records of behaviour incidents
- To create, deliver and monitor resources and start programs of study that promote positive behaviour
- Carry out any duties deemed reasonable by the Head Teacher

Professional development

- Take part in the appraisal and professional development of others, where appropriate.

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school/trust.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside the trust.
- Have proper and professional regard for the ethos, policies and practices of the trust, and maintain high standards of attendance and punctuality.
- Understand and act within the statutory frameworks setting out professional duties and responsibilities.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the **ROLE** will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the Headteacher or line manager. This job description may be amended at any time in consultation with the postholder.

PERSON SPECIFICATION

Selection Criteria	Essential (E) or Desirable (D)	Assessed By
Qualifications, Training and CPD		
A degree or relevant qualification in a field related to education, psychology, or social work is highly desirable.	D	Application
A Level 3 qualification in learning support, social work, or a related field, alongside proven experience working with young people displaying challenging behaviour or Social, Emotional, and Mental Health (SEMH) needs.	D	Application
Good standard of education (GCSE A*-C in English and Maths)	E	Application
Knowledge, Skills and Attributes		
Experience of working with or delivering services in schools and educational settings would be desirable in this role.	E	Application & Interview
Experience of working with children with social, emotional, behavioural, special educational needs and/or those with challenging behaviour (eg using positive behaviour management, anger management and/or counselling skills).	E	Application & Interview
An understanding of issues of inclusion, especially within a school setting, and the ability to challenge where appropriate to promote inclusion within mainstream education settings.	E	Application & Interview
Experience of working with parents/carers and school professionals and the ability to communicate sensitively and effectively at all times.	E	Application & Interview
Ability to prepare and organise resources/interventions to support pupils within a school setting.	E	Application & Interview
Ability to work cooperatively and collaboratively, as part of a team, with schools and other stakeholders (e.g. ability to give advice and support to other professionals	E	Application & Interview

in relation to effective strategies for behaviour management).		
Understanding of safeguarding issues, an ability to implement relevant policies and procedures and a respect for families' needs for confidentiality.	E	Application & Interview
Excellent assessment, planning and record keeping skills.	E	Application & Interview
Knowledge of health and safety issues.	E	Application & Interview
Willingness to undertake any further training, as required by the post (for example not just for individual CPD but in order to assist the school's constant development such as becoming a trauma informed school).	E	Application & Interview
be an approachable warm professional with the ability to foster excellent relationships	E	Application & Interview
be resilient and determined with excellent attention to detail	E	Application & Interview
have a high level of emotional intelligence and the ability to understand people and their own contexts	E	Application & Interview
have the ability to engage and inspire others	E	Application & Interview
be a resourceful problem solver	E	Application & Interview
To be tenacious and well organised with good time management	E	Application & Interview
Personal Qualities		
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school and the trust.	E	Application & Interview
Resilient, passionate, and committed to our mission, ensuring every child, whatever their background, receives a high quality education.	E	Application & Interview
A positive outlook, integrity, flexibility and energy to persevere and succeed.	E	Application & Interview
Ability to work under pressure and prioritise effectively.	E	Application & Interview
Commitment to maintaining confidentiality at all times.	E	Application & Interview

Good communication skills – written and verbal.	E	Application & Interview
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