Severndale
Specialist Academy

JOB DESCRIPTION

Positive Behaviour Support Higher Level Teaching Assistant (PBS HLTA)

Severndale Specialist Academy Vision:

We are committed to demonstrating our school vision of 'Enabling Communication, Independence and Enjoyment for Life' through our chosen school values of Communication, Independence, Wellbeing and Inclusivity. We strive to live these values throughout each school day.

Our children and young people are aged 2 ½ to Post-19 and have a range of learning difficulties. These include moderate, severe, complex and profound learning difficulties, those with autism, complex medical conditions and physical and mobility difficulties. A number of our young people present behaviour that can challenge, arising from their condition; many have communication difficulties.

Purpose of the Post:

The purpose of this post is to provide a complementary service to teachers and other staff, addressing the needs of children who require assistance in overcoming barriers to learning in order to achieve their full potential, or accessing the curriculum. The Positive Behaviour Support Leader will be predominantly education based but will have a wider remit including working with families and the wider community.

Personal Skills required:

- Good interpersonal skills and an ability to relate and communicate effectively with children, staff and parents;
- Excellent listening skills
- Facilitator for learning;
- Encourager and motivator;

Duties and Responsibilities will include:

To work with Children whose behaviour, social, emotional and mental health has significant impact upon their access to the Severndale Curriculum.

- To support the ethos of the Academy with a trauma informed approach to understanding the functions of behaviour.
- Improve pupil progress and achievement by helping to minimise barriers to learning and maximise pupil participation.
- To plan and lead SHINE groups to support pupils who need learning opportunities away from their class group.
- Regularly monitor and reward the achievement of children working with you
- To promote and develop the Academy's mission and deliver upon its strategic and operational objectives

- Attend and participate in multi-disciplinary meetings contributing to the sharing of information and/or planning in relation to specific pupils
- Undertake a range of administrative duties relevant to the post and ensure confidentiality is always maintained

- Participate as required in relevant training which has been identified by the members of the Senior Leadership Team *Staff Relationships*
- To work with teaching staff and/or other support staff in devising and implementing individual learning and behaviour support plans to promote pupils' academic, social, emotional and behavioural development;
- To train and support identified school staff, including through modelling, coaching and mentoring approaches, with a view to staff feeling confident and able to use the approaches consistently across the school.
- Identifying, in association with school staff, pupils who would benefit from mentoring/ELSA/SHINE groups.
- To work effectively and collaboratively with teachers, support staff and external support as required to ensure effective support provision for all of our pupils.
- Organising training for school staff and parents.

Student Progress

- To plan and draw up approaches that could be used to support pupils both individually and within a group.
- To observe and monitor pupil progress, adapting an agreed approach to meet particular needs, recording and maintaining records of pupils' development and progress.
- To contribute to the assessment of pupil progress and to produce written reports outlining pupil progress.

Student Behaviour

- Create criteria for identifying those students who need behaviour support;
- Help plan the reintegration of students after extended absence or exclusion;
- Setting up and running circle time sessions and anger management groups where necessary;
- Help students to manage and resolve conflict by using and teaching them a variety of strategies.

Student Guidance and Support

- Outreach to families whose home circumstances appear to present a significant barrier to successful learning, and work with parents to help the students achieve their targets.
- Monitor students' progress before, during and after intervention to measure the impact of the intervention strategy on progress; include student evaluations
- Organise lunch activities to support pupils who have difficulties at break-time.
- Create a directory of resources, activities, organisations and support services which can be drawn upon by staff/parents to support children identified.
- To provide first aid as necessary (training will be given).
- To transport pupils to learning opportunities as required

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Reporting

- Line Manager: Vice Principal

Conditions of Service:

Having due regard to the Academy aims and objectives, schemes of work, and to adhere to the policies and procedures adopted by the Trustees of the Academy.

The above job description does not define in detail all the duties and responsibilities of the post in question. It may be necessary to re-evaluate areas of responsibility. After due consideration and discussion areas may be amended in consultation with the Principal.

The Learning Community Trust is committed to safeguarding and promoting the welfare of Children and young people. All post holders are subject to an enhanced DBS check (including a check on the children's barred list) for the successful applicant. References will be checked following the Learning Community Trust recruitment and selection process. We are committed to equality and diversity and follow the Safer Recruitment practices as set out in the Statutory Guidance - Keeping Children Safe in Education. For more information regarding our school's commitment to safeguarding, please see our website for our school policies - https://severndaleacademy.co.uk/our-school/policies/