

Job Description: Behaviour Lead

Reporting to: Vice Principal

Contract: Permanent

Working Pattern: Term Time

Salary: Ark Support Inner London Scale 9 point 28 £39,530 *pro rata*

Actual Salary: £34,002 for 36 hours per week, 39 weeks per year

The Role

As Behaviour Lead, you will contribute to the strategic leadership of the academy, ensuring effective pastoral systems and procedures are consistently implemented. You will lead and support with behaviour across the academy.

Key Responsibilities

Pastoral Systems & Support

- Regularly monitor the behaviour, attendance and punctuality, attainment and progress of all students, groups and subgroups with regards to removal/parking from lessons using our data systems
- Deliver interventions which promote student engagement in school and encourage good behaviour
- Lead on the detention systems including the culture of the room, rotas, allocation of staffing, activities and reflections completed by students and follow ups.
- Lead on the on-call system across the academy, ensuring that students adhere to the behaviour policy.
- Deputise for heads of year as required.
- Manage an afternoon removal room as required.
- Produce reports on behaviour as required to share with the SLT.
- Liaise with appropriate personnel regarding support for student progress and wellbeing, e.g. school staff, parents/carers, outside agencies, governors as appropriate.
- Foster effective relationships with the parents/carers of the students and communicate regularly with them in a professional manner.
- Participate actively throughout the network, by attending relevant meetings and, as appropriate, delivering network-wide training and initiatives.

Leadership

- Along with other senior staff, take responsibility for child protection and safeguarding, student culture and behaviour, curriculum, assessment and staff CPD and induction.
- Contribute to the strategic leadership of the academy, developing, implementing and evaluating systems, policies and procedures.
- Lead colleagues in formulating aims, objectives and strategic plans for the team.
- Effectively manage a budget, physical resources, stock and subject accommodation according to the academy's procedures, in order to maximise attainment levels and maintain an environment conducive to learning.

Other

- Actively promote the safety and welfare of all our students.
- Ensure compliance with Ark's data protection rules and procedures.
- Liaise with colleagues and external contacts at all levels of seniority with confidence, tact and diplomacy.
- Work with Ark Central and other academies in the Ark network, to establish good practice throughout the network, offering support where required.

This job description is not an exhaustive list and you will be expected to carry out any other reasonable tasks as directed by your line manager.

Person Specification

Behaviour Lead

Qualification Criteria

- Right to work in the UK.
- Qualified to degree level and above.

Knowledge, Skills and Experience

- Experience of raising attainment and managing behaviour of all students in a challenging context.
- Experience of establishing effective, appropriate relationships with challenging young people, their families, stakeholders and the wider community.
- Ability to support staff in restorative conversations with students.
- Effective and systematic behaviour management and experienced in implementing and sustaining effective behaviour management strategies.
- Excellent communication and interpersonal skills and the ability to maintain effective working relationships with a variety of stakeholders.
- Good working knowledge of the relevant legislation.
- Ability to provide professional leadership and management of a staff team.
- Knowledge or experience of various intervention strategies.
- Experience of contributing to policy formulation, implementation, evaluation and review.

Behaviours

- Genuine passion for and a belief in the potential of every student.
- A robust awareness of keeping children safe, noticing safeguarding and welfare concerns, and an understanding of how and when to take appropriate action.
- Belief that every student should have access to an excellent education regardless of their background.
- Professional outlook, detailed orientated and able to multitask and meet deadlines.
- A team player that can work collaboratively as well as using own initiative.
- Calm and professional under pressure.
- Understanding of the importance of confidentiality and discretion.
- Flexible attitude towards work and demonstrate sound judgement.

Other

- Right to work in the UK.
- Commitment to equality of opportunity and the safeguarding and welfare of all students.
- Willingness to undertake training.
- This post is subject to an enhanced DBS check.

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. To meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

Ark requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred. To read more about Ark's safer recruitment process, please click this [link](#).