**Ark Ayrton Primary Academy**

**Job Description:** Behaviour Support Worker

**Reports to:** Assistant Head

**Salary:** Ark Support Scale Band 5 Point 5-12 (FTE £23,500 - £26,421)

Actual Salary £22,172

**Hours:**  38.5 hours per week, Term time only

**The Role**

* To work with children experiencing a range of social, emotional and mental health difficulties in order to help them overcome these barriers and achieve their full potential.

**Key responsibilities**

* To pro-actively assess children and plan targeted intervention to meet their needs
* To support teachers with strategies to meet the needs of pupils in class
* To work with parents and carers to develop strategies to effectively meet their children’s needs and help them achieve in school
* To help run Breakfast Club
* To respond to any behaviour calls and de-escalate any situations that may arise
* To support the wider work and ethos of Ark Ayrton Primary Academy

**Outcomes and activities**

**Learning Support**

* Promote inclusion and acceptance of all pupils in the school, including those with physical, learning and behaviour difficulties
* Make use of creative arts, like drawing, clay, sand, movement, music and therapeutic storytelling
* Run therapy sessions at a regular time and place
* Work with teachers to assess the needs of individual children
* Promote positive change in the child by helping them to help themselves
* Plan one to one and small group support and intervention
* Observe, record and feedback information of pupil performance
* Assist with behaviour management within and outside the classroom.
* Provide off-site community-based opportunities for pupils, if appropriate to the job assignment.
* Assist pupils' achievement outside of the classroom, e.g., computer lab, library.

**Other support**

* Assist with follow-through for related services, e.g., speech/language therapy, occupational therapy, physical therapy
* Maintain pupil and family confidentiality
* Attend regular meetings and training, as required

**Other**

* Undertake other various responsibilities as directed by the Headteacher

Signed\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Print Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Person Specification:**

**Qualification Criteria**

* Minimum of NVQ level 3 in Supporting Children’s Education (preferable).
* Maths and English GCSE or equivalent at grade C or above (essential)
* PACE trained or willing to undertake the training (essential)
* Right to work in UK.

**Experience**

* Experience of establishing successful learning relationships with a variety of pupils at the relevant age (essential)
* Experience of dealing with children who have experienced trauma within their lives (essential)
* Experience of working with children with attachment difficulties (desirable)

**Behaviours**

**Personal characteristics**

* Genuine passion and a belief in the potential of every pupil
* Helpful, positive, calm and caring nature
* Resilient and able to work in sometimes challenging circumstances
* Able to establish good working relationships with colleagues
* Able to follow instructions accurately but make good judgments and lead when required.

**Specific skills**

* Empathy and an open and friendly manner
* The ability to gain the trust of children
* Resilience and insight for working with children in emotional distress
* Good spoken and written communication skills
* A broad knowledge of child development
* A good understanding of the different ways children communicate their feelings
* Understand the need to maintain confidentiality at all times
* Excellent understanding of safeguarding

**Other desirable training and skills**

* First Aid training

**Other**

* Commitment to equality of opportunity and the safeguarding and welfare of all pupils
* Willingness to undertake training
* This post is subject to an enhanced Disclosure and Barring Service check.

*Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process which will include questions about safeguarding. This process is outlined*[*here*](http://arkonline.org/sites/default/files/Ark_safe_recruitment.pdf)*, but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check. This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role.*

*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*](https://arkschools.sharepoint.com/%3Ab%3A/g/ArkNetCentral/hr/EcXQDSjo9UpCpgk8lDWMN0sBVG6GBUTVWVXp9c5KkW-tog?e=bfdlES)*.*

*We aim to build a diverse and inclusive organisation where everyone – staff and students – can do their best work and achieve their full potential. We want to reflect and represent diverse perspectives across our organisation because we know that doing so will make us stronger and more effective. To know more about Ark’s diversity and inclusion commitments, please click on this*[*link*](https://arkonline.org/our-approach/diversity-and-inclusion)*.*