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# Behaviour Support Worker

**Contract Type:**

**Permanent**

**Term time only / 37 Hours Per Week**

**Required for:**

**ASAP**

**Closing date for applications:**

**Wednesday 6<sup>th</sup> November 2024 @ 10am**

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## GENERAL RESPONSIBILITIES

To work as part of the M2 provision, supporting students with behavioural or emotional needs or those on Flexible timetables. Much of the work is based in M2 but the post will also involve supporting students in class and on other activities.

The Behaviour Support Worker will report to the Assistant Headteacher (Inclusion and Safeguarding) and will work with and receive instructions from a number of staff members, e.g. TAs, classroom teachers, SENCO and Assistant Headteacher (Behaviour and Standards).

## THE ROLE

- To provide timely support and early interventions to vulnerable families to ensure students reach their full potential.
- To deliver high quality, relevant and time limited interventions to students and their families where specific needs have been identified.
- Regularly monitor and review progress for interventions.
- Assist in the delivery of targeted social/emotional programmes for identified vulnerable students, individually or in small groups.
- To keep accurate, up-to-date records, using CPOMs, of referrals made, interventions or support given and outcomes achieved.
- To facilitate outside agencies to meet with students in school.
- To carry out home visits, telephone calls or meetings as appropriate, to support the needs of students and their families.
- To complete, and accurately record, welfare sighting home visits on CPOMs and flag any concerns immediately to the DSL, in line with the school safeguarding policy.
- There will be occasions where lone-working is necessary to engage families and pupils. The FSW will follow all policies and procedures in place to ensure safeguarding practice is of the highest priority.

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- Work in partnership with the statutory, voluntary community services and other agencies to support students and their families.
- Liaise with feeder Primary Schools closely, particularly when working with shared families.
- Be aware of and support differences and ensure all students have equal access to opportunities to learn and develop.
- To model and promote self-discipline, good attendance and positive attitudes for all students and to implement policies and procedures to foster them.

## **SELECTION CRITERIA**

### **Essential:**

The successful candidate will:

- Have or obtain an Enhanced DBS Certificate.
- Experience of working within a people related environment.
- Experience of working with school attendance data, understanding key issues relating to young people and families.
- Experience of working on multi-agency solutions.
- Experience of working with families that are hard to reach or challenging to engage with.
- Experience of working with young people.
- Suitability to work with young people.

### **Desirable**

- The successful candidate will have the:
- Recognised qualification in education or social care.

### **Knowledge and skills**

- Constantly improves own practice through self-evaluation and learning from others
- Have good people skills and relate well to young people and adults
- Be a good communicator and have a good level of oral and writing skills
- Ability to deal calmly with difficult situations
- Ability to form and maintain appropriate relationships and personal boundaries with young people

### **Personal attributes and attitudes**

- A liking for a busy environment, interacting with people of all ages.
- Be well organised, self-motivated and with good time management skills.
- Be prepared to attend training session as required.
- Emotional resilience.
- Good health and physical capacity for the job.

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## **THE SALARY**

Grade 7 (£13.93 to £14.91 per hour depending on experience)

Actual annual salary £22,553 to £24,145

## **THE HOURS**

The post is advertised as 37 hours per week and is for term time only.

**The Merchant Taylors' Oxfordshire Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All successful candidates will be subject to child protection vetting process along with all other relevant employment checks.**

## **Pension Details**

Please visit [www.lgps.org.uk](http://www.lgps.org.uk) and [www.oxfordshire.gov.uk/pensions](http://www.oxfordshire.gov.uk/pensions) for details of our Local Government Pension scheme.

## **Terms & Conditions**

The Merchant Taylors' Oxfordshire Academy Trust employs support staff on the conditions or service contained in the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service (Green Book), the provisions of which allow for a 26-week probationary period for new employees. This can be found through <http://www.oxfordshire.gov.uk/cms/content/schools-conditions-employment-green-book> <http://schools.oxfordshire.gov.uk/cms/content/contracts-staff>

**Closing date** for receipt of completed application forms is **Wednesday 6<sup>th</sup> November 2024 @ 10am.**

We look forward to receiving your application.

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