Summerswood Primary Support Base

Behaviour Support Worker – Pay Scale H4

# Purpose of Job

To support pupils through Summerswood Primary Support Base which can offer alternative provision (including Day 6 provision), outreach support services and associated support services for high needs primary children with social, emotional, and behavioural difficulties in the Potters Bar and Borehamwood area (DSPL 6).

To work with teachers as part of a professional team to organise and support teaching and learning activities for pupils with Social Emotional and Mental Health issues, including individuals and small specialised groupings. The primary focus is to work with individuals and groups delivering specified work under the direction and supervision of a qualified teacher. The individual provides specialist learning support for pupils identified as having SEMH issues and on occasion special education needs, in a broad range of different learning situations and settings. The post holder also plans, organises, and undertakes other related duties to fully support and underpin learning, personal and social development.

# Line Management

* Headteacher - Base Leader – Base Teacher -Behaviour Support Workers
* Behaviour Support workers have regular updates with the PSB teacher or Base Leader regarding pupils being supported. Behaviour Support workers have weekly PPA slots to meet with the PSB Leader to discuss pupils and the support.
* There is a weekly PSB meeting to discuss the role and develop the role.
* Appraisals are offered to all staff.

# Main areas of responsibility

* Using specialised knowledge to write or modify and adapt learning activities as necessary and deliver specified work to individuals and small groups to enable them to meet their personalised objectives set out in their EHCPs.
* Plan, deliver, and assess programmes such as: emotional literacy, protective behaviours, Lego therapy and mindfulness to best support children’s SEMH development.
* Emotionally and physically support children with SEMH who have audited needs plans for physical and restrictive physical intervention.
* Monitor pupils conduct and behaviour throughout the learning process and intervene to resolve highly complex, difficult, or very challenging issues
* Support children with SEMH during break, lunchtime, and nurture activities in the development of their social communication
* Liaise with staff and other relevant professionals and provide specialist support/advice to meet the needs of pupils
* Assess, record and report on pupil’s development, progress and attainment and input this into Behaviour Support Plans, Individual risk management plans, audited need plans and EHCPs.

# Skills & Abilities

As well as the main areas of responsibility as listed above Behaviour Support Workers will:

* Follow and support all pupils to enable them to meet agreed targets or personalised objectives set out in their plans/EHCPs
* Administer medication and support with personal hygiene/self-care, in accordance with an agreed plan under direction of healthcare practitioner and following appropriate training
* Support the role of parents/carers in pupils’ learning and contribute to meetings with parents/carers to provide constructive feedback on pupil progress/achievement etc.
* Contribute to the development of policies and procedures
* Supervise or manage the work and development of other classroom support staff
* Be responsible for the preparation, maintenance, and control of stocks of materials and resources
* Liaise with external agencies on a regular basis, where appropriate
* Provide pastoral care to pupils in the Primary Support Base and Mainstream host school
* Be responsible for pupils who are not working to the normal timetable
* Undertake training with specific area of expertise to ensure that staff, parents / carers are fully trained to meet the expectations of the school
* Manage the induction of pupils into specialist units, classes, or schools for pupils with social, emotional, and mental health issues.
* Advise and assist pupils in the proper use and deployment of strategies to understand, manage and support their behaviour

# Knowledge and Competencies

**Knowledge**

NVQ level 2 in numeracy & literacy (or equivalent)

Intermediate knowledge of ICT

Intermediate knowledge of Health, wellbeing, and safety

Awareness of keeping children safe

First Aid

Knowledge of Data protection and confidentiality

Understanding of SEN code of practice and disability legislation

Knowledge of supporting children with behaviour management

Understanding of the Schools ethos and values

Herts Steps trained (ideal)

Driving license

**Competencies**

Communication (written and verbal)

Problem Solving

Team working

Active Listening

Drive

Monitoring

Sensitivity

Resilience

Physically fit

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