



Post Title:	Behaviour & Families Champion
Salary	SO2: £37,280 FTE (£32,639 pro-rata)
Full-time or Part-time	Full-time (37 hours, term-time only)
Temporary or Permanent	Permanent
Responsible to	Assistant Principal - Personal Development & Behaviour

Purpose of the Job

To challenge educational and social disadvantage by leading on behaviour and promoting its importance in the school to achieve the highest possible standards and prepare all our students to lead successful lives.

Main Duties and Responsibilities

- To play an active role in supporting and improving the behaviour and emotions of students on a day-to-day basis.
- To work under the direction of the Assistant Principal to implement ongoing behavioural and emotional interventions and ensure effective communication is maintained throughout the school.
- To work closely with school leaders, to ensure the delivery of interventions for students who may require additional support with the development of their personal skills and enable them to emotionally regulate and fully participate in learning.
- To provide pastoral support to a designated group of students.

General Duties and Responsibilities

- Oversee the school's operational behaviour procedures
- Deliver the responsibilities of the school's Therapeutic Behaviour Policy
- Promote positive student behaviour, promptly resolving incidents in line with established policy and encourage students to take responsibility for their behaviour.
- Track students' emotional regulation and behavioural progress using available data, and monitor the impact of interventions, sharing this with relevant staff and other relevant professionals.
- Ensure written records of individual students, logs of communication, and risk assessments are reviewed and updated as appropriate.
- Work with students, parents and staff to manage the processes and procedures for student behaviour
- Communicate student behaviour regularly to commissioners
- Contribute to weekly behaviour briefings, notifying staff of concerns, improvements and patterns of behaviour
- Communicate with parents as necessary using a range of communication channels, including telephone, text message and email
- Take and convey messages from parents about students, seeking to improve communication between the school and parents, whilst ensuring accurate records are maintained
- Attend home visits where appropriate and communicate the outcome of these visits with school leaders and commissioning schools/authorities
- Contribute to the rewards procedures for positive behaviour
- Attend meetings/training and carry out administrative tasks and duties as specified on the school calendar
- Manage a caseload of students, ensuring each student receives 1:1 mentoring and emotional regulation sessions to discuss their emotional and social behaviour progress.
- Establish therapeutic relationships with students and interact with them in ways that meet individual needs.
- Develop, deliver and evaluate intervention programmes to reduce levels of harmful behaviours
- Support the induction of new students into the school.

Family Support

Duties and Responsibilities

- Provide individualised support to students and families experiencing a range of barriers to education
- Develop a broader understanding of the individual circumstances of families and their needs
- Create and develop aspiration and ambition within the community, understanding what is important to families
- Work closely with the school staff to create a whole school understanding of the contextual needs of children and families
- Undertake home visits to build positive relationships and offer support to families
- Engage with, and build relationships with a range of external agencies, ensuring children and families have access to high-quality support and guidance
- Develop shared support plans, including targets and goals, which help to improve engagement and outcomes

- Consider referrals from school staff for identified vulnerable children and families, considering required action and signposting appropriately
- Manage a caseload and share progress and outcomes with staff appropriately
- Work closely with Social Care and Early Help to identify families who don't meet the threshold for external support
- Attend and contribute to a range of meetings to support a multi-agency response to meeting needs
- Facilitate the delivery of support programmes to identified families
- Amongst families, develop an understanding of relational practice and attachment theory
- Monitor, record and evaluate the impact of interventions for students within the designated group, ensuring the use of, and feedback for, the most effective interventions
- Identify students in need of specialised mentoring, and refer them to receive alternative targeted support
- Liaise with key staff members to implement an action plan for each child who needs particular support
- Build relationships with external agencies, community groups and others that could help families in need.

Circle Coach Responsibilities

- Be responsible for the coaching and pastoral well-being of students in the circle
- Communicate with families regarding the social and emotional progress of students in the circle
- Liaise with other colleagues and professionals regarding any additional support required for students in the circle

Other Duties and Responsibilities

School Culture

- Be aware of and comply with policies and procedures relating to safeguarding, child protection, confidentiality and GDPR, reporting all concerns to an appropriate person.
- Be aware of and support differences and ensure that all students have access to opportunities to learn and develop.
- Contribute to the overall mission and vision of the school, working in alignment with the school's culture and character.
- Maintain good relationships with colleagues and work together as #oneteam.
- Attend and contribute to relevant meetings as required.
- Participate fully in CPD opportunities and appraisal processes.
- Demonstrate and promote commitment to equal opportunities and to the elimination of behaviour and practices that could be discriminatory.
- Any other duties as may reasonably be requested by the Principal. The above duties do not define or include all tasks required of the post holder. Duties and responsibilities may vary without changing the level of responsibility.

Safeguarding

- Be aware and familiar with school policies and other guidance on the safeguarding and promotion of the well-being of children and young people.
- Taking appropriate action in line with school policies and Keeping Children Safe in Education 2025, where required.