

## BEHAVIOUR MENTOR

### PINEWOOD SCHOOL ACADEMY TRUST

**Date:** May 2023  
**Responsible to:** SENCO and Senior Leader for Wellbeing  
**GRADE:** SCP 9 (Grade H5) (FTE £23,194)

#### 1. PURPOSE OF THE JOB

- To support pupils within Pinewood School Academy Trust, to have full access to educational activities, overcome barriers to learning and understand their behaviour and emotions.
- To prevent needs escalating to require intervention by more specialist services.

#### 2. MAIN AREAS OF RESPONSIBILITY

- To be a key person in driving the school behaviour policy and systems.
- To provide a consistent and fair approach to tackling negative behaviour.
- To help teachers deliver behaviour strategies, for whole class, groups of pupils or individuals.
- To act as a key member of staff in giving pupils the opportunity to take themselves out of negative situations.
- To support pupils in finding ways to understand and self-regulate emotions.
- To find positive ways of rewarding good behaviour.
- To support and engage in physical intervention when needed.
- To attend training for the safe use of Restrictive Physical Intervention
- To support pupils in developing an understanding of their negative behaviour and finding strategies to help them turn this into positive behaviour.
- To support pupils in understanding the triggers for their negative behaviour.
- To discuss pupil behaviour with key stakeholders (school staff, parents and outside agencies etc)
- To help administer consequences for negative behaviour, where needed.
- To gather data and information and work out patterns of behaviour, set appropriate targets and track and evaluate success against such targets.
- To liaise regularly with the SENCO and/or schools DSL where necessary.
- To manage drop-in facilities, advice sessions, and other activities within school, supporting the engagement of parents with regard to behaviour.
- To use local information, including targeted support to engage vulnerable groups of pupils including those who do not normally access services.
- To provide up-to-date information, resources and advice for parents in an accessible format and environment, and to ensure that parents are signposted to appropriate support.
- To attend training and development opportunities as directed by line manager in order to develop skills and knowledge and keep up to date with developments in the field of behaviour.
- Attend weekly staff meetings

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.

#### 3. ORGANISATION CHART

Headteacher  
SENCO  
Senior Leader Wellbeing

#### 4. SUPERVISION

To work under the supervision of the SENCO, Senior Leader for Wellbeing and at times the DSL.

#### 5. JOB CONTEXT

Working for a Special Needs School and supporting children with their behaviour. Occasionally this will require physical intervention and you may be subjected to verbal and/or physical aggression.  
Work will come in consultation with the SENCO and/or the DSL or the Headteacher.

#### 6. CONTACTS

SENCO - joint planning and assessment

Senior Leader for Wellbeing - joint planning and assessment

Class teacher - joint planning and assessment

Parents/Carers/family members - two way sharing of information, planning and monitoring.

External Agencies - liaison with and supporting their work.

#### 7. KNOWLEDGE, EXPERIENCE AND TRAINING

A good understanding of behaviour and behavioural strategies

Be able to demonstrate and discuss experience in this area.

Communication skills, both written and oral

Interpersonal skills

The ability to work in an environment, which is constantly changing and needs a flexible approach.

Special educational needs knowledge and understanding

Confidentiality, professional boundaries, safeguarding policy and procedures

Services offering support to children and families, especially those from vulnerable groups.

Researching, refining and disseminating of information.

Report writing

Curriculum knowledge and understanding

A full driving license.

#### 8. PROBLEMS AND DECISIONS

Behaviour - implement school policy

Unexpected changes in working arrangements eg. SENCO/teacher/pupil, Carer absence - flexible approach to situation

Methods of Liaising and working with individuals and small group of pupils

Be confident to ask for help.

#### 9. ADDITIONAL INFORMATION

Increasing expectation to engage in fuller professional development resulting from appraisal

Increasing expectation to be able to take independent decisions

To integrate into all areas of job accountability the actions and behaviours required to actively implement the County Council's equal opportunities.