



## **ST WILFRID'S RC COLLEGE**

### **JOB DESCRIPTION**

#### **Behaviour Support Officer**

Responsible to: Deputy Headteacher – Pastoral  
Salary/Band: Band 6 SCP22

This job description may be amended at any appropriate time, following consultation with the Headteacher. It will be reviewed annually and performance management objectives will be agreed

#### Overall Objectives of the Post:

- To provide Pastoral Support to the Pastoral team
- To work with a range of teaching and support staff in school to promote positive learning behaviour, welfare and attendance of pupils.
- To support the removal of barriers to learning.

#### Job Description:

- Contribute to daily Behaviour Support duties promoting high standards of behaviour.
- Regular supervision of the behaviour isolation space, maintaining high expectations and consistent standards of behaviour, engagement, and conduct within the isolation space at all times.
- Proactively liaise with teaching staff to obtain appropriate curriculum work for students in isolation, ensuring work is completed and returned promptly.
- Provide Pastoral Support to students who experience emotional, social or behaviour challenges, including delivering targeted interventions in response to behaviour incidents.
- Act as a first point of contact for students needing guidance or support.
- Implement early intervention strategies to address barriers to learning and personal development, including planning and delivering structured intervention programmes.
- Support the school's behaviour policy by working with students who require additional guidance, including monitoring detention patterns and implementing appropriate sanctions such as internal isolation placements where necessary.
- Promote positive behaviour management strategies and restorative approaches, including leading reintegration meetings and supporting students' return to lessons following time in isolation.
- Identify and report safeguarding concerns in line with the school's policies and statutory requirements.
- Work with the Designated Safeguarding Lead (DSL) to support vulnerable students and their families.
- Build positive relationships with families to support students' well-being, including communication regarding behaviour interventions and reintegration outcomes.
- Support students with transitions, including moving between key stages and reintegration following exclusions or extended absences, as well as reintegration from internal isolation provision.
- Encourage students' participation in extracurricular activities to enhance their school experience.
- Promote a culture of respect, resilience, and aspiration among students.

The School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Successful applicants will be required to obtain an Enhanced Certificate of Disclosure.

All employees have a responsibility to undertake training and development as required. They also have a responsibility to assist, where appropriate and necessary, with the training and development of fellow employees.

All employees have a responsibility of care for their own and others' health and safety.

The above list is not exhaustive and other duties may be attached to the post from time to time. Variation may also occur to the duties and responsibilities without changing the general character of the post.

Reference: RYR

Date: Feb 2025

