



## **POST: Learning Support Practitioner: Behaviour**

**CONTRACT:** Fixed term contract to 31<sup>st</sup> August 2026 - TERM TIME ONLY

29 hours 10 mins/ 5 days per week

**START DATE:** ASAP depending on pre-employment checks

**SALARY SCALE:** Band D (pt. 9-17) + SEN Allowance

Starting Pt 9

\*This would be pro-rata for hours and Term Time ONLY

### **Main purpose**

To take on the responsibility of impacting on the educational and pastoral progress of learners with Special Educational Needs and Disabilities. To work in partnership with staff, outside agencies and parents/carers to meet the needs of pupils with Special Educational Needs and Disabilities. To share in the corporate responsibility for the well-being and discipline of all pupils.

### **Specific duties: Support to Pupils with SEMH needs including behavioural needs**

- To manage the on-site alternative provision under direction from the Deputy Headteacher – Director of Behaviour, SENCo and deputy SENCo.
- To support the reintegration of students into the main school.
- To work with the SENCO and Deputy Headteacher to develop a programme of extra-curricular support for identified students.
- To respond effectively to any behaviour incidents that take place involving targeted students.
- Under direction by the SENCO, support with the management of the assessment of all pupils with special educational needs returning to school in order to identify those who need extra help in overcoming issues relating to behaviour and following a period of exclusion
- To work in partnership with relevant staff in drawing up and implementing a learning plan for students in need of support.
- To meet with the Deputy Headteacher – Director of Behaviour, Deputy SENCo and Inclusion Support Advisory Teacher for Social Emotional Mental Health needs on a regular basis in order to measure impact of behaviour support.
- To work with the SENCo and Deputy Headteacher - Director of Behaviour to develop and implement a 1:1 mentoring programme with students receiving support, aimed at achieving the goals defined in their individual learning plan.
- To plan and run behaviour interventions to targeted students as directed by the SENCo / Deputy Headteacher - Director of Behaviour.

- To develop home/school liaison with parents/carers to secure positive family support and involvement by maintaining regular contact with families / carers of pupils receiving support / intervention.
- To create and maintain effective, immediate intervention strategies for behaviour incidents
- To maintain an accurate record of behaviour incidents and to use this information to inform the development of proactive intervention strategies / action plans for sustainable improvement.
- To work in partnership with class teachers to develop effective strategies to remove barriers to learning including the implementation of 5 point scales.
- To track academic progress of identified students.
- To work in partnership with the Year Leader and the Student Support Management team to develop appropriate judicial systems and prevention strategies.
- To develop knowledge and appreciation of the range of programmes, activities, courses, opportunities, organisations and individuals that could be drawn upon to provide extra support for students with special educational needs identified as at risk of permanent exclusion.
- To manage and deliver the 'Team Players' lunch time intervention for students with SEMH needs.
- Co-ordinate and deliver the King's Trust Achieve Programme to years 9, 10 and 11.

### **Subject Specialism**

- To liaise with subject teachers in developing appropriate resources for pupils with identified needs
- Contact with parents as part of normal consultative and educational process, eg parents evenings.
- To deliver bespoke resources which has been prepared in consultation with subject teachers.
- To plan and organise activities for pupils and support to teachers, in the completion of assessment and other pupil records
- To assist the teacher with supervision of pupils on school trips/visits.
- To keep materials and equipment in tidy/safe manner.
- To liaise with teachers and other staff to obtain, exchange and record information on pupils in accordance with school policy.
- To assist in the teaching of the curriculum.
- To support teachers in the assessment and monitoring of pupils, in accordance with school policy.
- To support individual/ group work across the curriculum to raise levels of achievement and to respond appropriately to pupils.
- To contribute to curriculum development as part of training days and at any ongoing review meetings.

### **General LSP**

- *To participate in the integration of children with special needs into the mainstream.*
- Where appropriate, to take charge of a group or class in an emergency situation under the direction and control of the Head Teacher, or other designated member of staff, for a period not greater than one working day.
- To facilitate pupils' development and skills in the use of resources including IT.
- To maintain pupils' interests and motivation.
- Assisting pupils with dress/ changing for activities/ personal hygiene.
- To lead individual/group work across the curriculum to raise levels of achievement.

- To provide care and support the welfare of pupils to include toileting and feeding as required.
- To escort pupils around school premises.
- To supervise and coordinate break and lunchtime provision for pupils.
- To write ILPs for pupils as required.
- Undertake a period of duty during the school lunch break, subject to being given a reasonable rest period (normally not less than ½ hour).
- Together with the SENCo, Deputy SENCo and other LSPs, develop contact and links with those with parental responsibility during the working day, as part of the normal consultative and educational process.
- To contribute to the development of, and maintain school policies and procedures.
- To support teachers and other staff with the preparation of rooms, equipment and displays.
- To support students in maintaining a school routine.
- To promote high standards of behaviour throughout school in accordance with Discipline and Behaviour Policy.
- To support ethos of school.
- Together with all staff, promote and maintain a safe environment
- To undertake duties on a rota basis during mid-morning and mid-afternoon breaks.
- To support the supervision of individuals/groups of pupils.
- To liaise with outside agencies as required.
- To contribute to the development of curriculum policies.
- To contribute to and lead training of staff.
- Contribute to development of school policies and procedures as part of Key Stage team.
- To be involvement in planning meetings.
- Contribute to development of school policies and procedures as part of Key Stage team.
- To attend staff meetings and appropriate training sessions as required.
- To repair and maintain books and equipment.
- To develop and prepare subject materials.

#### **Other**

- The post holder must at all times carry out his/her responsibilities with due regard to the Academy's policy, organisation and arrangements for KCSIE 2023 or any update, Health and Safety at Work.
- It is your responsibility to carry out your duties in line with the Academy's policy on equality and be sensitive and caring to the needs of the disadvantaged, promoting a positive approach to a harmonious working environment. You should act as an exemplar on these issues and should identify and monitor training for yourself and any employees for whom you are responsible, in line with this policy and the Equality Act 2010.
- The post holder must attend any necessary training.
- Any other duty that may be appropriate to achieve the objectives of the post commensurate with the post holder's salary grade, abilities, and aptitudes.

**To whom responsible:** SENCo, Deputy SENCo,

**For whom responsible:** N/A

Signed \_\_\_\_\_ (LSP)

Date \_\_\_\_\_

Signed \_\_\_\_\_ (Headteacher)

Date \_\_\_\_\_