



FROGMORE COMMUNITY COLLEGE



BEHAVIOUR SUPPORT LEAD CANDIDATE INFORMATION





WELCOME TO OUR SCHOOL

Dear Candidate

I am delighted that you have shown an interest in the role of Behaviour Support Lead at Frogmore Community College. At Frogmore we believe that every student can flourish, given the right environment, support and challenge. As a relatively small school, with 716 students on roll, we care deeply about the achievement and wellbeing of every individual. Ofsted captured this ethos when they visited in February 2022, stating: 'The school is a happy and friendly place to learn. Pupils say they feel that they belong to the 'Frogmore family'. They feel well supported and cared for by staff'.

The school has recently joined Weydon Multi Academy Trust, sharing its vision and values. We are excited to start this new chapter as part of WMAT and the benefits this brings to all those who work and learn within our school.

Leadership at Frogmore Community College is strong. Our Senior Leadership Team is united by a shared commitment to achieve the very best for every child. Regular and supportive line management, coupled with high levels of professional trust, mean that our exceptional team of middle leaders are proactively engaged in driving the school forward. Our small size leads to high levels of consistency and relationships in the school are incredibly positive. We are not complacent, however, and continuously seek to improve. We know that the key to every student flourishing is great teaching: every lesson, every day.

We are seeking a Behaviour Support Lead who will work with students whose behaviour and disaffection significantly impacts on their attainment and progress. You will be dedicated to improving students' progress and achievement by helping to minimise barriers to learning and maximise their participation. You will be joining a strong and collegiate student support team that has achieved a great reputation for supporting students over recent years.

The right candidate will find this appointment extremely rewarding and a fantastic opportunity to develop their own career and make a difference in our community.

We know that working in a school is a demanding job. At Frogmore we pride ourselves on championing staff well-being. We understand that our colleagues are our greatest asset. We enjoy celebrating our successes. Frogmore Community College is a happy and supportive place to work. We are proud of our school and are always excited by the opportunity to welcome new staff into our 'Frogmore Family'.

If you are similarly excited by the prospect of joining us, then I very much look forward to receiving your completed application.

Yours faithfully

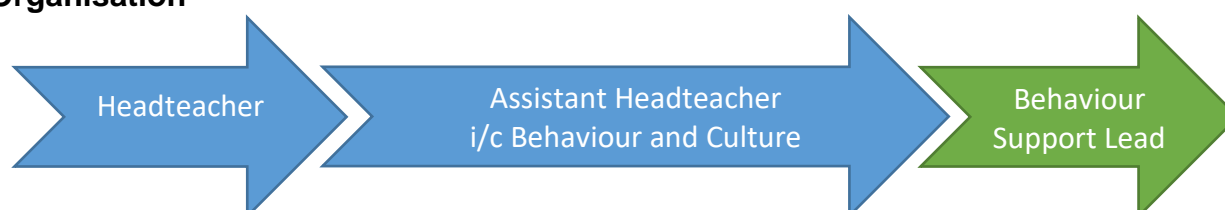
Chris Vaudin

Headteacher

Job Description for Behaviour Support Lead

Role Title	Behaviour Support Lead
Strategic Purpose	To actively support staff in dealing with students with challenging behaviour, maintaining high standards and school routines.
Job Purpose	<p>Core responsibilities</p> <ul style="list-style-type: none"> • Work with students whose behaviour and disaffection significantly impacts on their attainment and progress. • Improve students' progress and achievement by helping to minimise barriers to learning and maximise student participation. • To promote and safeguard welfare of children you work with or come into contact with. • To raise students' aspirations through adapting the choices they make. • To analyse the daily behaviour data and where appropriate, disseminate to the relevant staff. • Manage the Reflection Room. <p>Reflection Room:</p> <ul style="list-style-type: none"> • Manage students who have been removed from lesson and placed in the reflection room. • Ensure a calm and purposeful atmosphere. • Maintain high behaviour expectations in line with the policy. • Support students to reflect on their behaviour choices and how to positive choices in the future. • Register and record student attendance. • Provide students with the necessary resources for learning. • Work with Year Leaders and Senior Leaders to analyse data and identify trends. <p>Pastoral Support:</p> <ul style="list-style-type: none"> • Work with Directors of Progress and teachers to support students to reintegrate successfully back into lessons. • Mentor students. • Motivate, challenge and empower students to make positive choices and changes. <p>Other Responsibilities</p> <ul style="list-style-type: none"> • Participate in the Associate Staff Professional Growth Appraisal process. • Attend INSET days. • Be committed to safeguarding, equality and promoting the welfare of children and young people.
Reporting To	Assistant Headteacher i/c Behaviour and Culture
Working Time	Part-time – 36 hours per week, 39 weeks per year (Term Time only)
Salary/Grade	WA6-19 to WA6-25
Disclosure Level	Enhanced

Organisation



Accountabilities

Accountability	Expectations
Safeguarding, Student Safety and Wellbeing	<ul style="list-style-type: none"> • Be fully committed to safeguarding and promoting the welfare of children • Undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. • To attend all Safeguarding and Child Protection statutory training, as required • Adhere to Safeguarding policies and procedures and the Staff Behaviour Policy, upholding professional standards at all times • Demonstrate empathy and kindness towards students and fellow staff
Operational/ Strategic Planning	<ul style="list-style-type: none"> • Assist in the development of appropriate syllabuses, resources, schemes of learning and teaching strategies for improving student health, safety and wellbeing • Contribute to whole school planning activities, including interventions
Professional Development	<ul style="list-style-type: none"> • Take part in the school's staff development programme by participating in arrangements for further training and professional development • Continue personal development in relevant areas • Engage actively in the Individual Performance Planning process
Quality Assurance	<ul style="list-style-type: none"> • Contribute to the process of monitoring and evaluation in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.
Management Information	<ul style="list-style-type: none"> • Maintain appropriate records and provide relevant accurate and up-to-date information for monitoring purposes
Communications	<ul style="list-style-type: none"> • Communicate effectively with the parents of students, as appropriate • Where appropriate, communicate and co-operate with persons or bodies outside the school • Follow agreed policies for communications in the school
Management of Resources	<ul style="list-style-type: none"> • To assist in the preparation of resources and displays as directed by subject staff or senior leaders • To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school and the students
Health & Safety	<ul style="list-style-type: none"> • In accordance with the provisions of the Health and Safety at Work Act 1974, take reasonable care for the health and safety of yourself and of other persons who may be affected by your acts or omissions at work. Co-operate with the school to enable the school to perform or comply with its duties under statutory health and safety provisions. • All employees are required to participate in the school's accident/incident reporting systems and to comply with procedures and techniques for managing risks.

Other:

In addition to the above, we expect all staff to adhere to all school policies, attend and participate in staff meetings as required and make your own contribution to the community life of the school. Employees are expected to be courteous to colleagues and welcoming to all, in person, on the telephone or in written correspondence.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Such variations are a common occurrence and cannot themselves justify a reconsideration of the grading of the post. Where such duties amount to more than a temporary adjustment to the main responsibilities of this job description, it will be amended accordingly. It will anyway be subject to periodic amendment whenever circumstances or appraisal processes dictate changes in the postholder's role within the school.

Frogmore Community College is committed to equality of opportunity. We positively welcome applications from all sections of the community. Frogmore Community College will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Behaviour Support Lead - Person Specification



Key: App – Application Form Ref – Reference SP – Selection process. This could include a range of exercises, including an interview.		
QUALIFICATIONS		
Good standard of general qualifications	Essential	App/Checking at interview
Commitment to further professional development	Essential	App
Further qualification in a related area	Desirable	App
EXPERIENCE, KNOWLEDGE AND SKILLS		
Relevant experience in education, youth work, health, social care or other associated field	Desirable	App/SP/Ref
Have experience of working with outside agencies and professionals	Desirable	App/SP/Ref
Ability to deal with sensitive issues, manage conflicting views and expectations and cope with unpredictable issues and behaviour	Essential	App/SP/Ref
Ability to command and show respect	Essential	App/SP/Ref
Ability to demonstrate a person-centred commitment, valuing diversity and demonstrating respect for the language, religion and cultures of others	Essential	App/SP/Ref
Ability to work with degrees of risk, change and conflict and to identify personal stress levels, seeking advice and support when necessary, within and outside personal supervision	Essential	App/SP/Ref
Some experience of working with vulnerable children and/or their families	Desirable	App/SP/Ref
Ability to provide support to children of a developmental and empowering nature	Essential	App/SP/Ref
Work with due regard to confidentiality	Essential	App/SP/Ref
PERSONAL & PROFESSIONAL QUALITIES		
Self-Awareness: Emotional self-awareness; accurate self-assessment	Essential	SP
Social Awareness: Emotional intelligence; organisational awareness; understanding of appropriate professional behaviours in self and others; excellent presentation and communication skills	Essential	SP
Self-management: Emotional self-control; transparency; adaptability; resilience; initiative; optimism	Essential	SP
Relationship Management: Leadership potential; sense of humour; conflict management; team work and collaboration; warmth	Essential	SP
SPECIAL WORKING CONDITIONS		
To attend any training as deemed appropriate	Essential	SP
Agreement to the Governing Body undertaking a Disclosure & Barring Service check	Essential	SP
Experience of and commitment to effective inclusion and safeguarding strategies and practices	Essential	SP
Work in ways that promote equality of opportunity, participation, diversity and responsibility	Essential	SP



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