



QUORN HALL
SCHOOL

Behaviour and Student Welfare Lead

Quorn Hall School is a well established independent therapeutic school for Children and Young People aged 6–17 years with Social, Emotional and Mental Health difficulties (SEMH). Many of the pupils at Quorn Hall School have additional special educational needs and diagnoses such as Autism and Attention Deficit Hyperactivity Disorder. Our culture here at Quorn Hall School is based on Trauma informed attachment awareness by implementing a low arousal approach and using PACE (Playful, Acceptance, Curiosity and Empathy) in our everyday practice.

We are part of the Cavendish Education Group, a unique schools group who provide expertise and networking opportunities across the 8 schools in the group. We value learning and see it as a lifelong process. We seek to create an open and creative community where everyone is valued, supported and challenged to be the best they can possibly be. Our community is based on honesty, integrity and responsibility borne out of mutual respect.

Our values and positive culture are demonstrated through the creative and flexible way we respond to challenges. Our aim is to create opportunities for pupils to be successful and develop a positive self image.





QUORN HALL
SCHOOL

Behaviour and Student Welfare Lead

Overview

Reporting to: Deputy Headteacher
Contract type: Full Time, Permanent,
Term Time only

Salary: £24,234 - £29,128
Hours: 08:30-4:30, Monday to Friday
Start date: ASAP

We are looking for a creative, resilient, open-minded Behaviour and Student Welfare Lead to work with our exceptional pupils. The Behaviour and Student Welfare Lead will be accountable for the highest standards of behaviour of pupils at Quorn Hall School, including:

- Leading the pastoral team on assessing and evaluating pupil behaviour patterns and setting targets for improvement
- Work in partnership with SLT, Therapy and Family Support to ensure pupil's positive support plans are kept up to date in real time
- Leading the Behaviour and Welfare Team in developing and enhancing the positive behaviour support skills and physical interventions of staff working across the school
- Delivering 1:1 behaviour support when necessary
- Monitoring and delivery of behaviour programmes within the school

Main functions

- Oversee the provision within the school's restorative space following any behaviour incidents
- Plan, prepare and coordinate pastoral support for individual pupils following incidents
- Advise and work with staff when offering in-class support strategies
- Liaise with other Behaviour and Welfare staff, class staff, Senior Leadership Team, intervention team and on-site therapy team as required
- Report on pupil progress and improvements by monitoring trends in behaviour/incidents through data analysis
- Complete progress reports including up to date and accurate progress data against behaviour targets
- Be involved in the creation of Individual Behaviour Plan Targets and Annual EHCP Reviews for identified pupils
- Support Form Tutors in discussions with pupils regarding behaviour incidents
- Monitor the consistency and quality of behaviour management for each pupil
- Implement and monitor the bullying and behaviour policies across school to ensure consistency
- Develop and oversee individual behaviour support plans for children and young people across the school in line with the behaviour policy
- Advise and work with staff offering in-class support strategies
- Monitor incident form completion and input data from these
- Liaise with parents in relation to specific Behaviour Support Plans and Targets
- To be a reflective practitioner, regularly evaluating your own practice

Other duties

- Provide training to class staff around working with behaviour of concern in line with Quorn Hall School's Behaviour Policy
- Provide an example of the commitment, hard-work and dedication needed to achieve excellence across all school areas throughout the tasks above

This job description sets out the duties of the post at the time it was drawn up. The post holder may be required from time to time to undertake other duties within the school/service as may be reasonably expected, without changing the general character of the duties or the level of responsibility entailed.





QUORN HALL
SCHOOL

Behaviour and Student Welfare Lead

Person Specification

◆ Qualifications

Essential

- GCSE English and Maths (A*-C) or Adult Literacy & Numeracy Level 2 equivalent
- Evidence of appropriate continuous professional development

Desirable

- Degree in Youth Work
- Further Professional Qualifications
- SEMH and/or Autism Qualification

◆ Skills, knowledge & experience

Essential

- Excellent communication and listening skills
- Competent IT skills in order to record and maintain accurate data
- Knowledge and understanding of the issues affecting the lives of children and young people
- Experience of working with pupils who have behavioural difficulties, specifically Social, Emotional and Mental Health difficulties and those with a diagnosis of Autistic Spectrum Disorder
- Ability to build and sustain good relationships and provide pastoral as well as educational support to pupils
- A broad knowledge of strategies used for teaching, managing and encouraging positive behaviour
- Ability to support, encourage and motivate Children and Young People to form positive relationships
- Calmness under pressure and when dealing with challenging or confrontational behaviour
- Experience of developing the knowledge, skills, understanding of behaviour support strategies with staff
- Experience of working within a multidisciplinary framework to support inclusion
- Flexibility in order to respond to the needs of the whole school in undertaking additional extraneous duties commensurate with the role
- An ability to work closely with parents and carers in providing support that is suitable to the needs of young people
- The ability to apply the Equal Opportunities policy in all areas of work

Desirable

- Ability to develop best practice through a wide range of imaginative approaches
- Ability to develop extra-curricular activities
- Knowledge of the PACE approach
- Holder of full UK driving license with Business Insurance of own vehicle





QUORN HALL
SCHOOL

Behaviour and Student Welfare Lead

◆ Personal qualities

Essential

- High personal integrity and motivation
- Hard-working, conscientious, and accurate
- Team player
- Passion, resilience, and optimism to carry out the day to day challenges while maintaining a clear vision
- Emotional resilience
- Reflective practitioner

Desirable

- Engagement in own continuous professional development
- Additional skills that may contribute to extra-curricular activities for learners



Quorn Hall School is committed to safeguarding and promoting the welfare of children. This post is exempt from the Rehabilitation of Offenders Act 1974.

I understand that if I am shortlisted for this role I will be required to obtain an Enhanced Disclosure & Barring Service Check (DBS) and complete a self disclosure for cautions and convictions.