



Behaviour Inclusion Lead

Application Pack

The Hathaway Academy,
Grays, Essex

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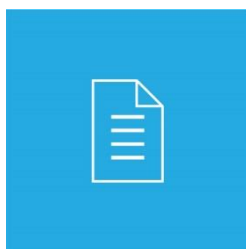
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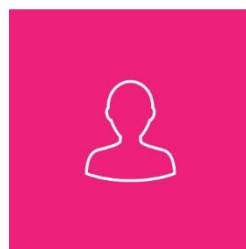
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Improving Education

01. About Academy Transformation Trust



We're on a mission

Our mission is to provide the very best education for all pupils and the highest level of support for our staff to ensure every pupil leaves our academies with everything they need to reach their full potential.

giving academies everything they need to realise their full potential.

These are the things we hold dear

Transparency

As a charity founded on strong ethical practices, Academy Transformation Trust takes pride in being open, honest and crystal clear in everything we do.

Innovation

We are constantly striving to do all we can to make education the best it possibly can be. We are brave in our actions and do everything we can to have a positive impact on whole child development.

Collaboration

We believe the future of education relies upon effective collaboration between academies, and better collaboration between academies and their local communities.

Ambition

We are determined to improve education nationwide by encouraging collaboration and

We believe every child matters and deserves a first class education.

Our team knows first-hand how to make education better for schools, pupils and their teachers.

For us, the future of UK education relies upon schools working closely together to share best practices, giving every child the best chance in life. We set up ATT to make this vision a reality.

As a not for profit trust, we work with our growing family of primary and secondary academies, and further education providers in the Midlands,



02. The Hathaway Academy Information

The Hathaway Academy is part of the Academy Transformation Trust family of academies.

Rated as 'Good' by Ofsted in June 2015, at Hathaway we aim to change the aspirational horizon of our students and their community. Everything that both our students and staff do will be done to ensure, that through engagement, self-worth and purpose, pupils will be the very best they can be.



The balance of academic excellence and opportunities underpins our high aspirations and provides students with the skills and confidence they need in their future journey.

We offer a personalised, engaging and relevant 21st century curriculum, which will develop pupils into thinking, articulate, responsible and successful citizens.

This is supported with a wide and varied extracurricular programme that not only supports academic progress but also embeds the specialism of digital media and performing arts.

Our faculty system runs throughout the academy which each faculty attached to a charity and a number of fundraising initiatives taking place throughout the year,

We are extremely proud of our brand new £1.5m food technology, hospitality and catering facility which has recently opened.

We also have a number of partnerships with organisations in our community including the Duke of Edinburgh and the Royal Opera House.

To find out more, please visit www.hathawayacademy.attrust.org.uk.

03. Job Description

Behaviour Inclusion Lead



Strategic Leadership & Development	<p>The Behaviour Inclusion Lead will fully establish and develop the new behaviour inclusion provision, providing high quality support for repeat offenders and students who are at risk of permanent exclusion. You will be passionate about ensuring the best possible outcomes for all students, creating the most apt learning environment for the students within the provision, working to overcome any barriers to learning. You will work collaboratively with the Behaviour Intervention Manager, Vice Principal, SENCo and outside agencies where appropriate.</p> <p>Candidates must have excellent communication skills, have a flexible and collegiate approach to working and show both creativity and resilience in approaching challenges. We welcome applications from ambitious candidates, keen to make a difference and who have a genuine passion and belief in the potential of every student.</p>
Reporting To:	The Behaviour Interventions Manager
Liaising With:	Pastoral and Academic Interventions Manager, Academy Leadership Group, Core Coordinators, Coordinators, Core Sub Coordinators and Sub Coordinators and staff with cross-Academy responsibilities, relevant non-teaching support staff, parents and Governors and other relevant stakeholders.
Contract Type:	Non- teaching position. Full time, term time + 5 days. The position and responsibilities associated within this role requires the post holder to work beyond a normal working day. The post holder will be required to work the hours as necessary, to ensure ALL commitments associated within this role are fulfilled.
Disclosure Level:	Enhanced
The Role	<ul style="list-style-type: none"> To lead and manage a new Behaviour Inclusion Provision for students who are repeat offenders and/or at risk of permanent exclusion. To supervise and provide high quality support for students in the Behaviour Inclusion room to ensure they still engage in and access education. To work with the Behaviour and Pastoral Team to ensure there is a smooth transition with students going into the room, or being reintegrated back into the main body of the Academy. Track and monitor the performance of students who are part of the Behaviour Inclusion Provision. To liaise effectively with Senior Leaders, SENCO, colleagues as well as parents/carers and other outside agencies.
Key Responsibilities	<ul style="list-style-type: none"> To develop personalised programmes for students who are part of the provision to ensure they are able to fully access the curriculum and are empowered to self-manage their own behaviour.

03. Job Description

	<ul style="list-style-type: none">• Be proactive and strategic in creating opportunities for, and working with, students to support them to overcome barriers and focus their attention on education and learning.• To develop and recommend students to specific programmes that will enable them to address their challenges and become more resilient.• To ensure regular feedback to targeted students with refined targets and recognition of their progress.• Organise and lead regular meetings with parents to discuss their child's performance within the provision.• To evaluate student progress and make appropriate recommendations to further support students, particularly if there is an SEND need.• To work effectively with relevant outside agencies.• To work closely with the Behaviour Interventions Manager to support and manage behaviour across the Academy.• To liaise with the Behaviour and Pastoral Team and SENCO regarding student progress.• To attend training as directed, and to develop and deliver support programmes as appropriate.
Other Key responsibilities	<ul style="list-style-type: none">• Actively promote the Academy's ethos and vision, upholding staff expectations.• To actively promote the safety and welfare of our young people and follow the Academy's safeguarding procedures.• To ensure compliance with the Academy's data protection rules and procedures.• To liaise with colleagues and external contacts at all levels of seniority with confidence, tact and diplomacy.



04. Person Specification

Behaviour Inclusion Lead

Criteria	Desirable
Qualification Criteria	<ul style="list-style-type: none">• Right to Work in UK• Degree• GCSE Mathematics and English (Grade C/4 or above)• A Level or equivalent qualification (desirable, not essential)• Youth work qualification (desirable, not essential)
Experience	<ul style="list-style-type: none">• Experience of working with young people• Experience of delivering activities and sessions for young people• Experience of working within challenging communities• Excellent understanding of data or an aptitude to learn• Experience in use of all Microsoft IT platforms e.g. Excel• Awareness and understanding of best practice to ensure safeguarding and child protection.
Behaviours - Specific skills	<ul style="list-style-type: none">• Strong written and oral communication skills• Ability to keep highly organised and work efficiently and effectively even when demands of the job are high• Ability to present confidently to a diverse range of people• Able to establish good working relationships• An understanding of the importance of confidentiality and discretion
Personal characteristics	<ul style="list-style-type: none">• Genuine passion and belief in the potential of every student• Resilience• Prepared to be open and "vulnerable" with colleagues to develop and grow within a strong and supportive Pastoral Team• An enthusiasm for working with young people• Helpful, positive, calm and caring nature• Able to follow instructions accurately but make good judgments and lead when required• Be prepared to work flexibly• Be motivated to continually improve standards and achieve excellence.
Other	<ul style="list-style-type: none">• Commitment to equality of opportunity and the safeguarding and welfare of all students• Willingness to undertake training• This post is subject to an enhanced Disclosure and Barring Service check



05. How to apply

The Hathaway Academy, Grays, Essex

Hours:

37 hours per week for 38 weeks + 5 days per year

Salary:

NJC 23-27, £27,608 to £31,116 per annum
(Prorated: £23,185.17 to £26,131.18)

Closing date:

30th November 2020

Interviews:

Will be on a rolling programme

Start Date:

As soon as possible

Visits to the school:

For further information about the role and the academy, or if applicants wish to visit prior to completing their application, please the academy on 01375 371361.

Applying

Please apply by visiting
www.academytransformationtrust.co.uk/vacancies

Forward as one. Improving Education Together.

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