

St Peter's School, Bournemouth
Job Description
Behaviour Support Worker

Role	Behaviour Support Worker	Site	Southbourne
Salary Grade	Grade E, Scale Point 9 - £20,476 (actual) gross per annum	Reports to	Deputy Head / Assistant Head Behaviour
Contracted Hours	32.5 hours per week Mon to Fri inc. - 8.15am to 3.15pm, less a 30 minute unpaid break each working day	Contractual Weeks	39 weeks per year - Term Time only
Purpose	<p>To support the efficient administration of the Inclusion Room</p> <p>To support positive student conduct around the school through our behaviour systems including "On Call" and delivering interventions to students.</p> <p>To analyse data within the behaviour management systems and provide regular reports to teaching and pastoral staff in respect of behaviour.</p> <p>To support the supervision of students during break and lunch times.</p> <p>To support the pastoral team in managing behaviour, being on hand to support all students throughout the day.</p> <p>Running after school detentions for groups of students.</p>		
Key accountabilities	To assist with and promote key behaviour management processes and procedures across the school.		
Main duties and responsibilities	<ul style="list-style-type: none"> • To provide supervision of students during lunch time. • To support school behaviour management during break time and allocated 'on call duties. • To deliver interventions when required. • To analyse data within the behaviour management system and provide reports to teaching and pastoral staff. • To carry out other duties within the school, as required (e.g., morning and afternoon duties, supervising pupils during break activities, off-site activities, detentions). • Complying fully with school policy, all relevant Health and Safety regulations, Safeguarding procedures and Risk Assessments. • To support the pastoral team in dealing with behaviour issues which may arise throughout the course of a day. • To maintain high behaviour expectations in line with policy. • To ensure students enter and exit the school in a safe and orderly way. • Assess the needs of pupils and use detailed knowledge and specialist skills to support pupils' learning • Establish productive working relationships with pupils, acting as a role model and setting high expectations • Support pupils consistently whilst recognising and responding to their individual needs • Encourage pupils to interact and work co-operatively with others and engage all pupils in activities • Provide feedback to pupils in relation to progress and achievement • To play a key part in mentoring young people and to act as a positive role model, encouraging positive behaviour and thinking in all students 		

	<ul style="list-style-type: none"> • To support strategies to maintain high attendance for the students and action non-attendance by informing parents and Attendance Service staff when appropriate. • To provide a good role model through personal conduct and appearance and to represent the service and positively at all times including punctuality • Take the initiative as appropriate to develop appropriate multi-agency approaches to supporting pupils • Recognise own strengths and areas of specialist expertise and use these to lead, advise and support others • To support the pupils individually or in a small group with regard to the targets set. <p>Any other duties that reasonably fall within the purview of the post which may be allocated after consultation with the post holder</p>
Other requirements and responsibilities	<p>Level of DBS required: Enhanced with Children's barring list</p>

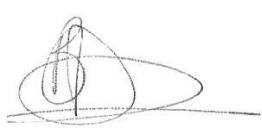
SUPPORT FOR THE SCHOOL

- To be aware of and comply with policies and procedures relating to child protection, health and safety, security and confidentiality, reporting all concerns to an appropriate person
- To contribute to overall ethos, work and mission statement of the school
- To undertake broadly similar duties commensurate with the level of the post as required by the Head teacher

The purpose of this job description is to indicate the general level of responsibility of the post. In accordance with paragraph 80(d) of the National Conditions of Service it is pointed out that the detailed duties may vary from time to time without changing the general character or level of responsibility entailed.

There may be the need to provide assistance or undertake such other duties as may be reasonably assigned by the Headteacher or designated deputy.

Safeguarding is everyone's responsibility at St Peter's School regardless of position or role.

Signed	Post holder	Date
	Headteacher	Date 16.6.2026

Agreed: June 2026

Review: