

## Behaviour Advisor

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<b>Department:</b>	CYPES	
<b>Section:</b>	Mont a l'Abbe School	
<b>Reports to:</b>	Headteacher	
<b>JE Ref:</b>	CYP1076	
<b>Grade:</b>	CS10	<b>JE Date:</b> 12/04/2022

### Job purpose

*To provide strategic and operational leadership in relation to Positive Behaviour Support and Maybo across the school to ensure consistency of approaches and techniques which will improve the quality of life for learners and their families.*

*To support and provide advice for parents / carers, associated professionals, and senior managers on a range of issues related to complex, anxious behaviours that may challenge.*

### Job specific outcomes

- 1. Leading the team to complete functional behavioural assessments (BILD training will be given)*
- 2. Lead and advise colleagues when writing consistent management plans, risk assessments and positive handling plans.*
- 3. Manage Maybo training of all staff and training records in conjunction with the SLT to meet CYPES requirements and Maybo timescales.*
- 4. Leading the 'in-house' PBS team to reduce levels of behaviours that challenge and improve the quality of life for learners and their families.*
- 5. Monitoring the effectiveness of all support plans and analysing data to meet agreed service targets.*
- 6. Supporting families and the wider MDT in implementing consistent approaches to contribute towards risk reduction.*
- 7. Provide a bi-weekly drop-in session for staff and the wider MDT re issues relating to anxiety driven behaviours that challenge to enable a reduction in incidents.*
- 8. Reporting of case load and outcomes to SLT on a regular basis in order to manage risk reduction and meet agreed targets.*

### Statutory responsibilities

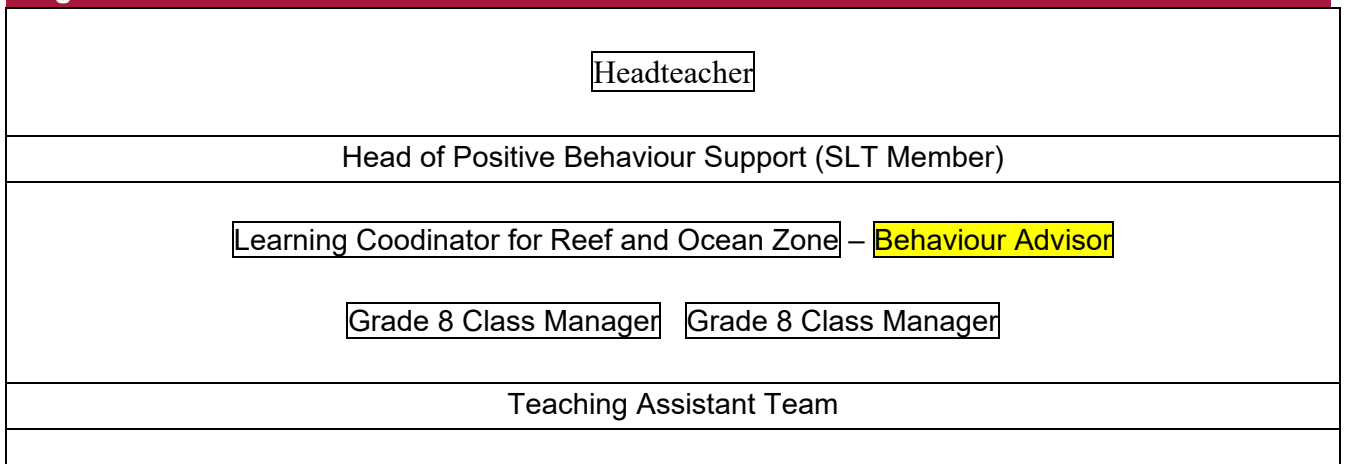
This role is politically restricted. The jobholder is not permitted to undertake political activity involving standing for election to the States or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

### Organisational structure

## One Government Departments



### Organisation chart



## Person Specification

### Specific to the role

*Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard.*

*It is important to convey what the job requires, rather than what an individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.*

ATTRIBUTES	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<p>Educated to degree level or the ability to demonstrate the equivalent level of knowledge through experience.</p> <p>An in-depth understanding of the dynamics of positive behaviour support and what that looks like in practice.</p> <p>The post holder must be able to demonstrate a wide range of IT skills.</p>	<p>Maybo Trainer</p> <p>BILD PBS Coach</p>
<b>Knowledge</b>	<p>Experience of at least 5 years working in a similar post / field of work.</p> <p>Proven communication, negotiation, and staff management skills.</p> <p>Proven ability to work autonomously. Exhibit independent responsible decision making often whilst under pressure.</p> <p>Experience of referrals to wider services and</p>	<p>BILD Positive Behaviour Support Coach</p> <p>BILD Writing Functional Behavioural Assessments</p>

	<p>provision of signposting for parents and staff members.</p>	
<b>Technical / Work-based Skills</b>	<p>Competent computer user.</p> <p>Ability to communicate effectively with a wide range of children, young people, parents, staff and the wider MDT.</p> <p>Lead meetings, coach and train staff.</p> <p>Full Driving Licence.</p>	
<b>General Skills/Attributes</b>	<p>Effective written communication skills.</p> <p>Motivation and commitment for improving the lives of children, young people and their families.</p> <p>Ability to work within a team and to manage delegation of tasks appropriately.</p> <p>Ability to lead a team.</p>	
<b>Experience</b>	<p>Experience of managing teams and working with young people with anxious behaviours that can challenge.</p> <p>Producing and analysing documents in line with Maybo procedures and protocols outlined by CYPES.</p>	

	<p>Experience of holding difficult conversations with a wide variety of stakeholders.</p> <p>Experience of working with a positive behavioural support ethos.</p>	
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**Personal Attributes**

**Delete as appropriate:**

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the Government of Jersey tier 5 core accountabilities attributes and behaviour indicators.