



Job Description: Positive Inclusion Support Lead

Overall purpose of the post:

The Positive Inclusion Support Lead will be part of the behaviour and safeguarding team and be responsible for providing responsive, proactive and developmental support for elevated behavioural priorities across Heltwate School. This role focuses on creating and implementing strategies within the classroom and the wider school context that promote supportive and inclusive practices for individuals, ensuring that everyone has access to the resources, encouragement, and interventions they need to thrive. The Positive Inclusive Support Lead will collaborate with a multidisciplinary team to design, monitor, and adapt interventions aimed at improving the emotional wellbeing and development of individuals in a respectful, positive, and inclusive environment.

Main duties and responsibilities:

- Support pupils to overcome the barriers to learning that can arise from behaviours that challenge alongside teachers and class teams to implement specific strategies, modelling excellent practises and building capacity across the school.
- Respond to escalated behaviour priorities when classroom strategies require additional specialist interventions – respond in line with school Behaviour policy.
- Facilitate the co-production of Risk Reduction Plans alongside Class teams, including the regular monitoring and review for effectiveness
- Coordinate and lead meetings with parents and carers and wider stakeholders on intervention strategies required to support the child.

CPD/Training:

- Facilitate de brief sessions in line with the school systems and processes in exceptional situations
- Work directly with pupils and class teams on reflection and reparation after behaviour incidents have occurred, ensuring that they have a voice in the process
- Be a certified trainer in positive handling techniques to deliver training and advise other staff on strategies to manage exposure to challenging behaviour, including staff drop-in sessions on a regular basis
- To take a key role in 'New Staff Induction' with regards to behaviour for learning
- Remain current with Safeguarding including training as a Designated Safeguarding Lead

Record Keeping:

- Provide accurate record keeping informing medium- and long-term monitoring of pupil cohorts and individuals through the school's data system
- Support the health and safety of all stakeholders in partnership with the School Business Manager
- Attend meetings with SLT and wider stakeholders to review processes for Impact.

To undertake any professional duties, reasonably delegated by the Headteacher

Work Environment:

The post holder will need to be flexible in their approach to the role, they will be needed to support on all site locations within Heltwate School.

Due to the nature of the school there are certain enhanced risks associated with the post including:

- Infection
- Pupil behaviour & incidents including aggression

The post will involve physical activity and requires a high level of emotional resilience.