



www.witherslackgroup.co.uk

Behaviour and Inclusion Lead

Operating as part of the 'Safeguarding, Behaviour and Inclusion team'

Job Description

Safeguarding, Behaviour and Inclusion Team

At The Witherslack Group we have built our reputation on providing the highest quality holistic education and care, creating the best possible outcomes for higher acuity young people. The Safeguarding, Behaviour and Inclusion team (as part of the Quality Assurance department) provide a range of specialist personnel that support and improve outcomes for children and young people in Schools and Children's Homes within the Witherslack Group.

The Safeguarding, Behaviour and Inclusion team (SB&I) can help senior leadership teams in both our schools and children's Homes to appropriately apply our policies and embed best practice, thus improving placement stability, minimising placement breakdowns and contributing to children and young people receiving the best possible outcomes. Through a combination of ongoing practice support, as well as regular evaluation and compliance audits, we can help highlight areas for particular attention. Safeguarding, Behaviour and Inclusion Services comprises of 6 main areas:

- Support for Senior Leadership Teams
- Inclusion principles and practice
- Positive Behaviour Support
- Safeguarding & Child Protection
- Residential and Pastoral Care delivery
- Learning & Development of Staff

Role

As a Group Behaviour and Inclusion Lead you will support the Witherslack Group service delivery model, ensuring that all children and young people receive the highest level of education and care, maximising their positive outcomes and life opportunities.

Accountable to:

Inclusion Manager (SB&I)

Key Accountabilities

1. Improve use of the Group's At Risk Learner List (ARLL) system to facilitate proactive interventions with children and young people needing additional support;
2. Improve placement stability;
3. Reduce fixed term exclusions;
4. Reduce permanent exclusions;
5. Reduce placement breakdown;
6. Reduce reputational risk;
7. Ensure compliance with national regulation and Witherslack Group policy, procedure and expectation.

Expectations:

In fulfilling your role you will :

- Offer strategic support to schools and children's homes in all aspects of inclusion, enabling them to develop creative and sustainable ways of working that support placement stability and longevity, improving outcomes for children and young people
- Work directly with staff, young people and their families, taking on individual cases to secure good long-term outcomes by focusing on improving placement stability and longevity.
- Explore 'early flags' and strategies to de-escalate situations through robust assessment and Behaviour Support Planning (BSP) and adopting inclusion principles.

Improve the success rate of placements, giving more children a promising future.

- In consultation with the Inclusion Manager (SB&I), deliver (where appropriate) and update in line with current legislation and guidance, key learning and development programmes for Witherslack Group staff in:
 1. Inclusion strategies to reduce placement breakdown
 2. Positive Behaviour Support
 3. Team-Teach

4. Safeguarding & Child Protection

- Ensure the ARLL system is operated effectively, such that placement failure is less than 5% in each establishment.
- Ensure that all establishments successfully reflect good practice and expectations of the Witherslack Group, Ofsted, current legislation and best practice guidance.
- Develop staff knowledge and skills such that they are empowered to deliver continuous operational improvement in positive behaviour support, residential and pastoral care, safeguarding and inclusion across all establishments within the Witherslack Group.
- Be responsible for ensuring services maximise placement stability across all establishments such that Witherslack Group gain and retain a reputation for being problem solvers for Local Authorities.
- 'Trouble shoot' - where deemed necessary by the Inclusion Manager (SB&I) and Quality Assurance Director - To support senior leadership teams (SLT's) with policy, procedure and practice development around pastoral or residential care, safeguarding and child protection, positive behaviour support and inclusion support.
- Challenge procedures or practice which is discriminatory or prejudicial, and which does not reflect or promote the ethos of the Witherslack Group.
- Conduct regular monitoring reviews in all Witherslack Group establishments, and identify areas of outstanding practice, non-compliance with national regulation and Witherslack Group policy and procedure, making recommendations for improvement.
- As Group Behaviour and Inclusion Lead (SB&I) you are expected to maintain strict confidentiality in all areas of your work.

Safeguarding & Child Protection

- Provide advice and support to senior Witherslack Group staff on safeguarding and child protection protocols and procedures.
- Report via monitoring reviews that Witherslack Group establishments are compliant with relevant safeguarding and child protection policy and procedure.
- Contribute to the Witherslack Group Safeguarding forum where it may be required.

Policy Development

- In consultation with the Inclusion Manager (SB&I), review key policies on an annual basis including Safeguarding & Child Protection, Positive Behaviour Support, Physical Intervention and Inclusion.

Relationships

Inclusion Manager (SB&I) – report on a regular basis on the behaviour, safeguarding and inclusion of the children and young people in the establishments you are supporting. Alert the Inclusion Manager (SB&I) to any risks/concerns relating to these areas. Ensure Inclusion Manager (SB&I) is kept up to date with new initiatives/development within the Group relating to behaviour, safeguarding and inclusion.

Commercial Director – Ensure CD is made aware of any possible placement breakdowns / LA complaints due to any Safeguarding, Behaviour or Inclusion.

SB&I - to challenge and support, both holding to account for the matters that are their principal responsibility, and act as sounding board. Build strong personal relationship such that constructive and meaningful conversations can take place at all times.

Head Teachers/Registered Managers/ Schools/Homes – to support and challenge ensuring young people's life opportunities are maximised. Build strong personal relationships such that constructive and meaningful conversations can take place at all times. Ensure training and development opportunities are maximised and staff teams are upskilled at all levels to provide the highest standards of service delivery. Promote a culture of openness and teamwork ensuring a joined up service delivery is achieved, with the shared aim of maximising outcomes for young people being at the heart of any/all interaction.

Regional Directors/Regional Managers - liaise with Regional Directors/Regional Managers on a regular basis to inform and update. Build strong personal relationships such that constructive and meaningful conversations can take place at all times.

Quality Assurance Director – liaise with the QA Director on a regular basis in relation to QA reviewing cycles and actions.

Clinical Services team – build strong relationships such that you are able to work proactively with therapy teams to influence and improve stability. Ensure the systems and structures are in place and are fully implemented to provide a joined-up service delivery.

External bodies – Local authorities, Ofsted, national agencies (NSPCC, BILD, NASS) - Build strong relationships and create a culture of trust and confidence in the Witherslack Group through providing a timely and comprehensive response to any/all communication.

Personal Responsibility

- As a Group Safeguarding, Behaviour & Inclusion (SB&I) Lead Practitioner you must take personal responsibility for ensuring you cater for your own development needs, and that you remain aware of all current issues in your field of work.

Review

This job description will be reviewed annually, and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the role in relation to the post holder's professional responsibilities.

ACKNOWLEDGEMENT

Employee

(Print Name)

Date

Employer

(Print Name)

Date

Personnel Specification

Post: Group Safeguarding, Behaviour and Inclusion - Lead Practitioner

Full Time Hours of work 37 per week equivalent	Essential	Desirable
Experience (Duration, type and level of experience necessary)	<ul style="list-style-type: none"> • Extensive experience of challenging behaviour • Experience at a senior level managing diverse teams • Experience of identifying and delivering training needs • Experience of work with people with communication difficulties, SEMH, ASC, ADHD etc. 	<ul style="list-style-type: none"> • Previous experience in Quality Assurance • Working with children and young people in an education or residential child care setting • Experience working with children and young people with communication difficulties
Education / Training / Qualifications (Number type and level)	Qualifications (NVQ, Diploma, Degree – varying levels) relevant to supporting children and young people with various SEN	<ul style="list-style-type: none"> • Level 5 Diploma in Leadership and Management for residential childcare or NPQSL or equivalent • Safeguarding related • Positive behaviour support related • SEN related • CAPBS PBS Coach • Team Teach Tutor
Special Knowledge	<ul style="list-style-type: none"> • Ability to support others to understand challenging behaviours and collaborate to create proactive strategies • Ability identify and deliver training as needed, across your own team and other 	<ul style="list-style-type: none"> • Positive Behaviour Support (PBS) • Knowledge of Inclusion principles and practice • SEN Education • Safeguarding and Child Protection • Pastoral Care • Residential Care

Skills - Disposition	<ul style="list-style-type: none"> • Ability to create and write reports • Analysis of data and reporting against it • Influencing and calibrating with senior leaders • Ability to maintain professional standards at all times • Experience of multi - agency working • High level of resilience 	<ul style="list-style-type: none"> • Experience of designing alternative and extra - curricular activities
Working Arrangements & Personal Availability	<ul style="list-style-type: none"> • Able to work alone and as part of multi-disciplinary teams • Able to consistently meet deadlines • Able to travel UK wide and stay away from home as and when required • Flexibility – this role will require high levels of flexibility where working weeks will vary dependent on priority demand 	