



## Outreach Practitioner for Inclusion and Behaviour Support - JOB

### DESCRIPTION

<b>Reporting To: Headteacher</b>	<b>Payscale: TEAL Associate Staff Pay Scale, Point Scp 17</b>
<b>Job Purpose:</b>	
<p>To actively support our core purpose, remembering that “We are here to make great schools and happier, stronger communities so that people have better lives.”</p>	
<p>The Outreach Practitioner will work collaboratively with schools, staff, and pupils to promote inclusive practice, positive behaviour and successful engagement in learning. The role involves providing practical, relationship-based support for pupils with SEMH and additional needs, alongside coaching, modelling and CPD for staff through a “shoulder-to-shoulder” approach. The successful candidate will support schools to develop effective strategies, build capacity and improve outcomes for vulnerable learners.</p>	
<p>The Outreach role requires support working across both The Hub School and our East Riding schools alongside the requirement on school trips and activities as part the responsibilities within our tier support intervention.</p>	
<b>Key Responsibilities: Specific</b>	
<ul style="list-style-type: none"> <li>• Provide outreach support to mainstream schools and pupils on The Hub school roll to promote inclusive practice, positive behaviour, engagement and successful learning outcomes</li> <li>• Work collaboratively with school staff, families and external professionals to support pupils with SEMH and SEND needs</li> <li>• Deliver “shoulder-to-shoulder” support and modelling within classrooms and school environments</li> <li>• Support staff in developing effective strategies for behaviour regulation, engagement and inclusion</li> <li>• Provide practical advice, coaching and mentoring to school staff</li> <li>• Build positive relationships with partner schools to strengthen inclusive practice and capacity</li> <li>• Support pupils with SEMH, behavioural and additional needs through relational and trauma-informed approaches</li> <li>• Develop individualised strategies and interventions to improve engagement, emotional regulation and attendance</li> <li>• Promote positive outcomes for vulnerable pupils at risk of exclusion</li> <li>• Plan and deliver CPD, workshops and professional learning for school staff, which includes Team Teach instructing and accredited trainer</li> <li>• Share evidence-informed strategies and best practice around behaviour, SEMH and inclusion</li> <li>• Contribute to the development of whole-school approaches to behaviour and inclusion</li> <li>• To contribute to the planning, preparing and delivery of agreed student support interventions or strategic plans</li> <li>• To support working relationships with the students and staff, acting as role model and setting high expectations</li> <li>• To engage and involve Parent/Carers and/or professionals in appropriate planning and discussion, including the facilitation of meetings and effective communication</li> <li>• To use behaviour management strategies in line with the school’s policy and procedures, which contribute to a purposeful learning environment for students appropriate to their age and needs</li> <li>• To promote the inclusion of all students, ensuring they have equal opportunities to learn and develop particularly helping to overcome barriers to learning including physical, emotional and behavioural difficulties</li> <li>• To support students with their wellbeing and social/emotional needs, signposting appropriate support as required</li> </ul>	
<b>Key Responsibilities: General</b>	
<p>The post holder will be required to act on their own initiative or on the authority delegated from their line manager or a member of the School/TEAL SLT.</p>	
<p>The post holder will be expected to work within TEAL and the schools’ policies and procedures and uphold the organisation’s values and vision.</p>	

The job description is not intended to be a complete list of duties and responsibilities but details the major requirements of the post. It may be amended at a future time, to take account of the developing needs of TEAL. The post holder will undertake any other duties appropriate to the remit.

TEAL is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment.

The Health and Safety at Work etc. Act, 1974 and other associated legislation places responsibility for Health and Safety on all employees, therefore it is expected that everyone takes reasonable care for their own health and safety and the health and safety of others.

The above duties may involve having access to information of a confidential nature, which may be covered by General Data Protection Regulations (GDPR) 2018, and by Part 1 of Schedule 12A to the Local Government Act, 1972. Confidentiality must always be maintained and employees must work with and process personal and sensitive information in accordance with Data Protection Act 2018 including the GDPR. Employees must protect the safety and security of information (e.g. using strong passwords, reporting breaches, and ensuring information is stored and disposed of securely).

**The key competencies and behaviours commensurate with this post are identified overleaf.**



## Ethical Behaviours Charter

Competency	We do this by
<b>Trust</b>	<ul style="list-style-type: none"> <li>• Being reliable, consistent, credible, honest, humble, courageous and kind.</li> <li>• Managing emotions and helping others to do the same.</li> <li>• Keeping promises and doing what we say we will</li> <li>• Having genuine compassion for others</li> </ul>
<b>Wisdom</b>	<ul style="list-style-type: none"> <li>• Developing knowledge and expertise, then sharing that knowledge</li> <li>• Learning from mistakes and failures and admitting when we are wrong</li> <li>• Seeing systems and processes as ways to fulfil our purpose, removing or changing them if they fail in that.</li> </ul>
<b>Kindness</b>	<ul style="list-style-type: none"> <li>• Being patient, respectful, generous and forgiving.</li> <li>• Acting with compassion and care, listening and seeing the person behind the role</li> <li>• Focusing on relational practice; building trust and rapport with others by empowering and elevating them.</li> </ul>
<b>Justice</b>	<ul style="list-style-type: none"> <li>• Doing what is right, rather than what is popular or easy</li> <li>• Ensuring we live our sense of purpose and values in the way we behave, make decisions and communicate.</li> <li>• Applying rules in a consistent, transparent and fair way, whilst allowing for discretion and common sense.</li> <li>• Valuing difference, building diverse teams and encouraging others to behave responsibly and with moral purpose.</li> </ul>
<b>Service</b>	<ul style="list-style-type: none"> <li>• Putting ourselves in the service of others.</li> <li>• Reducing stress and anxiety in the organisation by modelling calm and considerate behaviour</li> <li>• Behaving in a dutiful way, demonstrating humility and self-control.</li> <li>• Removing barriers to enable others to do their jobs well</li> </ul>
<b>Courage</b>	<ul style="list-style-type: none"> <li>• Holding ourselves to account when something goes wrong.</li> <li>• Remaining calm, optimistic and positive in the face of adversity and change.</li> <li>• Speaking honestly, openly and with empathy</li> </ul>
<b>Optimism</b>	<ul style="list-style-type: none"> <li>• Believing in our own ability, and the ability of others, to do what is right to change the world for the better.</li> <li>• Calling out negativity, cynicism and dishonesty.</li> <li>• Remaining positive and encouraging, helping others to overcome challenges and celebrating their success.</li> </ul>
<b>Vision</b>	<ul style="list-style-type: none"> <li>• Anticipating the future and embracing it. Thinking strategically, analysing and assessing information to deliver organisational growth.</li> <li>• Reading, researching, networking and sharing learning with others.</li> <li>• Believing in the potential of others; helping them be the best they can be.</li> </ul>