



## London Borough of Merton

### **Job Title: Strategic Behaviour Manager - Virtual Behaviour Service**

Department: Children Schools & Families  
Division: Social Care & Youth Inclusion  
Section: Youth Inclusion

Grade: Leadership 5 – 9

Reporting to: Education Inclusion Manager

Location: The Chaucer Centre

### **Job Description:**

#### **Job Purpose**

The Strategic Manager of the Behaviour Service will be responsible for the management of the team that offers support to schools and the LA regarding SEMH. The team will work with schools to develop skills and expertise to support the inclusion in mainstream of most pupils with SEMH. The role will have specific line management responsibility for the lead for school exclusions. The role will have wider managerial responsibilities for the whole behaviour service shared with the Casework manager including meeting all buy back targets.

The Strategic Manager of the Behaviour Service will work in partnership with the other teams and individuals in the LA to provide cohesive LA support for schools and agencies. The Manager will be the borough lead on Anti Bullying, Emotional needs in schools and developing provision in schools local offers.

The Behaviour Service in Merton is known as the Virtual Behaviour Service.(VBS)

#### **Main Accountabilities**

Jointly (with the case work manager) manage and evaluate the work of the VBS, with direct responsibility for strategic staff

To ensure the Behaviour team buy back targets are met including training to generate income.

To co ordinate the Behaviour and Safety group.

To promote and ensure equal opportunities within the work of the VBS.

Attend Senior Management Team Meetings of the Education Inclusion and Local Authority meetings as required.

Lead the Behaviour and Safety Review Process.

Contribute to a School Review Process.

Support targeted schools in agreement with School Improvement

Case work support for Head Teachers managing complex issues and critical incidents.

Responsible for management and co-ordination of budgets, targeted at strategic work in relation to behaviour.

To develop a strategic approach to the management of children and young people in the Local Authority schools and settings. Areas of strategy

- Social and emotional development (Nurture / SEAL / PSHE)
- Restorative approaches
- Mental Health in Schools
- CSE in schools
- Local Offer

To lead on anti bullying in Merton.

Provide direct support advice, guidance and training, some of which will generate income, and work in schools in relation to the local offer.

Develop innovation across the sector to build capacity in schools.

Contribute to the LAs planning on provision and processes for children and young people with SEMH.

Deploy team members to provide individual project work in agreement with individual schools.

Budget management for VBS.

Champion children and families voices across VBS work.

### **Person Specification:**

1. Qualified teacher status
2. An additional Specialist Qualification in SEN
3. Be able to demonstrate successful classroom practice in primary or secondary education.
4. Successful experience in a SEN advisory capacity, particularly SEMH.
5. Lead training sessions for teacher's, TAs/LSAs NQTs and others.
6. Supporting increased diversity in schools and the community through greater SEN and Social Inclusion, through experience of the following:
  - Develop and utilise the team's individual and personal strengths and managing staff.
  - Budget / SLA experience.
  - Use of data.
  - Develop strategy across schools.
  - Innovation.

- Knowledge of SEN / SEMH.
- Create Partnerships.

7. Evidence of effective progress and outcomes for children with SMEH and wider needs