APPOINTMENT OF BEHAVIOUR SUPPORT ASSISTANT

CONTEXTUAL INFORMATION

We are now seeking to appoint an enthusiastic and committed individual to expand our pastoral team. The successful candidate will ensure the smooth running of the Behaviour Support Room on a daily basis and will maintain accurate records of behaviour events. They will have the capacity to actively listen, and display empathy in helping students reflect on their choices and coach them in how to choose better alternatives going forwards.

We believe that boundaries and consequences are important, but it is the certainty over the severity of sanction that makes the most difference; and that supporting future behaviour choices yields greater results than punitive sanctions. The candidate will be able to use emotional intelligence and communication skills to help students to reflect on, and learn from, challenging situations, whether this be reflective or part of a restorative process. A strong candidate will have the skills and experience to recognise underlying patterns of student behaviours and work collaboratively with the pastoral team to help scaffold a plan for improving student outcomes.

We have moved away from 'isolation room/booth' models and so the successful candidate will be actively engaged with students throughout the day rather than simply overseeing people working from a book. You will work with a range of students with diverse needs, who may be serving a level of sanction, or who may need help in regulating after an incident. If you have a genuine interest in helping a range of students, then joining our outstanding pastoral team will offer a host of rewarding experiences.

Our College system has evolved around our students to ensure that each individual feels a valued and valuable part of the school community and that their wellbeing, future and aspirations are genuinely cared about and cultivated. We have three Colleges: Swan, Rose and Fortune; each of which has a lower section, years 7-9 and an upper section, years 10-13.

Within each College are a number of tutor groups which operate a vertical tutoring system. This means that each tutor group has students from each of the year groups within their lower or upper section. This creates a more 'family' centered approach that ensures every individual is part of an important team that will take care of its members. The Colleges encourage students to contribute to their tutor group, their College and to the school as a whole, thereby enhancing not only their own school experience but that of those around them.

Working Hours and Holiday Arrangements

The post is advertised as full time, 37 hours per week 39 weeks per year (38 term time plus 5 staff learning days)

Support staff who work term-time only or term-time plus an agreed number of days during school holidays may not take any holiday during term.

In the case that the successful candidate already has holiday arranged when offered the post, and if it is declared at this time, we honor the arrangement.

Grading of the Post

The pay system in operation uses a banding system, within which this post has been job evaluated, and aligned to a band, representing the job weight and the seniority of the post.

Payment is made monthly at the end of the calendar month direct into a nominated bank or building society account. Cost of living rises are awarded for all staff on or around 1st April each year, except during national wage freezes.

Increments within the defined scale for the post are automatic each April, as long as a minimum of six months has been completed by the time of the first increment. For example, if starting in September, the increment would be paid the following April, but if starting on 1st December, the first increment would not be paid until six months had elapsed, that is on 1st June.

Induction and Professional Development
An induction programme will be developed for the successful applicant and a programme of support and training will be given. Following the induction period, a planned professional development programme will be established, linked to the in-house performance review system.

The Organisation of Staff at Stratford upon Avon School.
There are about 240 staff employed at the school, with slightly over half being support staff.
We aim to be a cohesive, inclusive workforce, and we operate in a professional environment of respect, with the overriding purpose for every post in the school being to support the learning of our students.

We take seriously the wellbeing of our staff and believe that everyone has a vital contribution to make to the life and vibrancy of the school. We operate a wellbeing programme; all staff have the opportunity to be involved in school improvement activities, and to contribute to student development if they wish in ways appropriate to their role and expertise. Other optional opportunities involve running extra-curricular clubs, accompanying school trips, leading an assembly, getting involved in sport (e.g. staff yoga, badminton, running/walk), and participating in staff social events.

Start Date
It is anticipated that the successful candidate will be able to start as soon as possible. However, we will always appoint the individual whom we believe to be the best person for the job, and if there is a delay whilst extended notice is worked, then that is accepted.

Interviews
Interviews will be scheduled within one week of the closing date.

We hope you find this opportunity of interest, and we look forward to receiving your completed application form. Meanwhile if you have any questions or queries about the post, please contact HR at the school, recruitment@stratfordschool.co.uk .

Paul Stacey
Assistant Headteacher
November 2026