



# Behaviour Support Worker



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# MESSAGE FROM THE EXECUTIVE PRINCIPAL

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Sandy Secondary School continues to go from strength to strength; It is a place all staff and students are pleased to attend and proud to be a member of the school community. The school continues to achieve some of the best GCSE and A 'level results for its students and offers a very extensive support programme both pastorally and academically for all students regardless of ability. We are an inclusive community and with high expectations of both students and staff.



Our transformational journey continues this year, with even higher expectations, refinement of our systems and an even greater focus on achievement and success. It is a very exciting time for our school community as our new teaching block opened in September 2024, alongside significant internal refurbishment, and modernisation to the existing school.

I look forward to receiving your application and welcoming you to our school in person should you be shortlisted for interview.

May I take this opportunity to thank all applicants for their interest in this post and in Sandy Secondary School.

With best wishes

A handwritten signature in black ink that reads "Karen Hayward". The signature is written in a cursive style.

**Miss Karen Hayward**  
**Executive Principal**

# OUR VALUES & ETHOS

*"Empowering Our Students To Shine"*

At Sandy Secondary School, nestled at the heart of its community, we cultivate an atmosphere of empowerment, ensuring each student confidently embraces their unique potential. Our ethos champions students who are aspirational, self-motivated, and compassionate, fostering not only academic prowess but also moral, cultural, and societal awareness. Our dedicated staff, with a tailor-made curriculum, recognise each student's individuality, providing ample avenues for them to shine, both within and beyond the classroom setting. Complementing our academic commitment is our steadfast pastoral support, ensuring student well-being, resilience, and the ability to make positive choices.

Emphasising the vital role of parents and guardians, we cherish and nurture the enduring partnerships between the school, students, and their families. This bond is pivotal in shaping a student's educational journey, allowing guardians an integral part in this crucial phase of their child's life. Our approach to teaching and learning is both innovative and rooted in student needs. We are adamant that no barriers, be they disability or societal, impede our students' success. With top-tier teaching, we not only impart knowledge but inspire passion, leveraging technology and in-depth data to enhance learning experiences.

Our students, the pride of Sandy Secondary, are enthusiastic and engaged learners. They not only achieve academically but also cultivate skills such as adaptability, resilience, and leadership. Their interactions with peers and staff echo respect and the expectation of positive behaviour. Our leadership stands as a beacon of integrity, approachability, and vision, ensuring decisions prioritise achievement, teaching, and learning. Every staff member's input is valued, fostering a collaborative environment that enriches the school's journey. Lastly, our relationship with parents and guardians is rooted in trust and open communication, leveraging technology to keep them in the loop, ensuring a harmonised educational experience for every student.



# Behaviour Support Worker

## Required ASAP

**NJC Management Grade 3D Points 7–11;**

**£20,293 – £21,523 per annum (Actual Salary); £26,403 –  
£28,142 pro rata**

**32.5 hours per week, Term Time only plus 5 INSET training**

The Behaviour Support Worker will play a key role within our Behaviour Recovery Unit, supporting a small cohort of students who may be experiencing barriers to learning, are disengaged from education, or are at risk of suspension. The successful candidate will work closely with students to help them re-engage positively with school life, develop effective self-regulation strategies, and build the confidence, resilience and skills needed to succeed both academically and personally.

We are seeking a compassionate, resilient and proactive individual with experience of supporting young people with challenging behaviour, social, emotional or additional needs. The successful candidate will have strong behaviour management skills, a calm and empathetic approach, and the ability to build positive and professional relationships with students whilst maintaining high expectations.

The role will involve mentoring and guiding students to reflect on their behaviours, understand the impact of their actions, and develop strategies to make positive choices. Working collaboratively with teaching staff, pastoral teams, families and external agencies, the Behaviour Support Worker will contribute to creating a safe, supportive and purposeful learning environment where all students feel valued and able to thrive.

The ideal candidate will be highly organised, adaptable and committed to inclusion, with a genuine passion for improving outcomes for young people from all backgrounds. They will demonstrate initiative, professionalism and the ability to inspire students to achieve their potential and become positive members of the school community.

**'We believe in the welfare and safeguarding of all children and expect ALL staff to share the same view'**

## How to apply for the role:

Application is by completed application form via my new term, just click on the link on our website or click on the QR code above.

**Closing Date – Tuesday 19<sup>th</sup> May 2026 at 9.00am**



# SAFEGUARDING POLICY

Posts working with either children and/or vulnerable adults will be subject to the disclosure of criminal records, the successful applicant will be required to undertake an enhanced DBS check.

Sandy Secondary School have decided to carry out online searches for shortlisted candidates as part of due diligence in our recruitment process, (as per KCSIE).

The searches are conducted by a member of our staff and recorded in line with our recruitment and appointment protocols and procedures.

The process will be consistent, transparent, and fair and reflected within the Safer recruitment policy.

At Sandy Secondary School, safeguarding is our top priority. We encourage all applicants to review our Safeguarding and Child Protection Policy, which outlines our commitment to the safety and wellbeing of students. You can find the policy [here](#).



# Person Specification

Essential	Preferred
<b>Education/Qualifications</b>	
GCSE English & Maths at grades A*-C or equivalent	Training in behavioural management
<b>Experience</b>	
Minimum of 2 year's experience of working with students with challenging behaviour	Previous experience of working in an educational setting
<b>Skills/Knowledge/ Aptitude</b>	
<p>Understanding of children's emotional and educational needs.</p> <p>Ability to work collaboratively with teachers and others</p> <p>Ability to effectively support and work with parents/carers</p> <p>Ability to take responsibility and work with autonomy within set boundaries</p> <p>Good interpersonal skills with ability to communicate effectively with children and adults</p> <p>Good written communication skills</p> <p>Good organisation and time management skills</p> <p>Ability to use ICT for recording, monitoring and reporting</p>	
<b>Motivation</b>	
Commitment to self-development and willingness to undertake further training	
Commitment to developing inclusion for students	
<b>Physical</b>	
<p>Ability to meet the needs of the students.</p> <p>Ability to work effectively in challenging circumstances</p>	
<b>Other</b>	
Must be fluent in the English language in accordance with the Immigration Act 2016	Current First aid certificate
Ability to undertake extra-curricular activities	

# Job Description

<b>RESPONSIBLE TO:</b>	Behaviour Unit Manager
<b>LIAISON WITH:</b>	Teaching staff, support staff, parents, students, external agencies
<b>SALARY:</b>	NJC Level 3d
<b>HOURS OF WORK:</b>	32.5 hours per week term time only 8.30am – 3.30pm (30 minutes lunch)
<b>JOB PURPOSE:</b>	To support with the pastoral and behavioural management of individual or small groups of students in the behaviour unit.

## MAIN DUTIES AND RESPONSIBILITIES

### Support for Students

1. To support and assist students in managing their behaviour and in achieving their social and behavioural targets both in and outside of the classroom.
2. To assist individual students experiencing difficulties in managing their behaviour by supporting them outside the classroom, using various strategies including some 1-1 intervention and small group sessions in the behaviour unit.
3. To look at developing emotional intelligence, including self-awareness, self-regulation and empathy to help prevent repeated negative behaviours, and enable student to contribute positively to the school community.
4. To assist students back into the classroom when they have regained management of their behaviour, sometimes following a period of time when they have been withdrawn, in the behaviour unit.
5. To set a good example to students through your own presentation and personal and professional conduct.

### Support for Staff

1. To support with the behavioural management of groups and individuals carrying out targeted intervention, so that teaching objectives are met, and best use is made of teaching time.
2. To assist in implementing good practice, including observing individual students in lessons.
3. To contribute to developing and implementing policy and good practice for pastoral and behavioural support which reflects the school's commitment to high achieving students and effective teaching and learning.
4. To contribute to the monitoring and evaluation of students' progress in achieving pastoral and behavioural targets; evaluating outcomes to assist further improvement.
5. To undertake pastoral work with students, working under the guidance of the Behaviour and Attendance Manager and liaising with House Achievement Leaders and Pastoral Support Assistants.
6. To ensure sharing of good practice in behaviour management with colleagues including arranging "Teacher around the child" meetings.

# Job Description

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## **Support for the School**

1. To ensure that support for the behaviour management of pupils is consistent with the school's policies and programmes; sharing good practice with colleagues.
2. To assist in establishing good relationships with parents and carers and provide information about social and behavioural progress and targets.
3. To contribute to extra-curricular activities in order to provide further opportunities for pupils' social and cultural development.
4. To maintain confidentiality at all times in respect of school-related matters and to prevent disclosure of confidential or sensitive information.
5. To undertake tasks of a similar nature as directed by the Principal/Head of School/Vice Principal/Behaviour and Attendance Manager.