



**Kettering Buccleuch Academy**

The best in everyone™

Part of United Learning

# Welcome to Kettering Buccleuch Academy

## APPLICATION PACK

### Director of Behaviour

**Salary:** Competitive

**Hours:** 37.5 Hours Per Week

**Start Date:** September 2026

**Closing Date:** 11<sup>th</sup> May 2026

## An Academy of Excellence and Character



Respect ■ Ambition ■ Determination

# Kettering Buccleuch Academy is seeking to appoint an enthusiastic and ambitious Director of Behaviour

We are seeking a dynamic individual for a new post in the academy of Director of Behaviour. The successful candidate will be an integral part of the pastoral team, working directly under the strategic direction of Vice Principal to lead the operational management of behaviour across the secondary phase.

This is an exciting senior middle leadership opportunity for colleagues aspiring to be an Assistant Headteacher or for non-teaching colleagues who wish to take on a more senior role. We are open to applications from current middle leaders and from support staff with management experience who are currently working in pastoral roles and have experience of managing behaviour. The role will involve the operational management of day-to-day behaviour processes and the line management of the Heads of Year 7-11.

Kettering Buccleuch Academy is part of United Learning, a unique group of independent and state schools working together to achieve the best in everyone. Our vision is to provide excellent education, so that all young people can make a success of their lives and, if we are to realise this vision, we need to make sure we attract, develop and reward the key ingredient – high quality staff such as you.

Kettering Buccleuch Academy is committed to equal opportunities and to the protection and safety of all students and adults. We expect all staff and volunteers to share these commitments. The post will be subject to an enhanced DBS Disclosure.

The successful candidate will fully embrace our values of Respect, Ambition and Determination, and will have a working knowledge of how these will apply within an academy context and within the role itself.

***“Staff know that their wellbeing and professional development are a priority. Staff value the professional learning they receive from the school, the trust and from pursuing wider leadership qualifications. For example, leaders hear their voice when they make decisions about training and professional development.”***

(Ofsted, February 2026)



# A message from the Principal



Dear Colleague,

Thank you for considering Kettering Buccleuch Academy as the next step in your career. We are delighted that you are exploring the opportunity to join our team, and we believe that becoming part of KBA will be a truly rewarding experience.

Here at KBA, we provide a first-class education for children and young people in Kettering and the wider area. Our culture is one of hard work, continuous engagement and care. Every student has the support they require to give of their best every day and every student knows that we share in their aspirations. We also believe that continual development of our dedicated staff and a focused and consistent Teaching and Learning approach will bring about the necessary rewards for our students.

Kettering Buccleuch Academy is proud to be part of **United Learning**, a nationwide network of academies, primary schools, and independent schools. Our shared motto, *“The Best in Everyone,”* reflects our commitment to excellence and to helping every individual reach their full potential.

The safety and wellbeing of our students is at the heart of everything we do. We work together to provide every student with the best opportunities, focusing on character education to build confidence and resilience so they can achieve their goals and aspire to be the very best they can be. We strive to be exceptional in all that we do at KBA and firmly believe excellence is a habit. Every one of us has untapped potential. We encourage and support each other to unleash this potential to bring out the best in everyone. We recognise that as individuals we are strong but understand that together we are stronger. We celebrate the diverse nature of our community and work in harmony to achieve our vision.

At KBA, trust is fundamental. We trust our staff to perform their roles with professionalism while maintaining a healthy balance between work and personal life. You will find many initiatives to support staff wellbeing as you progress in your career with us.

Thank you for considering Kettering Buccleuch Academy - together, let's bring out “the best in everyone”.

**Chloe Buckenham**  
Principal

**“Our school is a beacon for our community. I am so proud of KBA and all that it stands for. The Leadership Team has ensured that the school remains an important part of the community.”**

(Staff Survey, November 2025)

# Why work for us?

Since becoming an academy in September 2009, Kettering Buccleuch Academy has seen many exciting changes. We are an all-through academy catering for students aged 4-18. We moved into our new, purpose-built building in January 2013. The academy continues to go from strength to strength, with happy and motivated staff, a supportive culture and plenty of opportunities for personal growth with our excellent staff CPD offer. We offer a range of benefits including our wellbeing and workload manifesto, Health Cash Plan, covering healthcare, lifestyle and retail benefits, and an on-site gym which is free for all staff to use.

Our pledge to all our academy staff, is that by working for us you will benefit from more pay, more time, and more support. We offer the best pay in the sector, three extra INSET days for planning, a genuine flexible working approach considered, guaranteed personal days, great training for your career, and more.

We are proud to be Pearson Silver Award Winner (2023) in the category of Secondary School of the Year. We were delighted to achieve this recognition for our students, parents and staff.

The leadership of the school is highly focused on creating an environment in which teachers can focus on their core role: to deliver excellent lessons. The student behaviour system is simple, easy to administer in lessons, and takes the burden away from teachers.

**“Leaders consider the workload of staff. They have ensured that staff can work in a flexible way, which many appreciate.”**

(Ofsted, February 2026)



# Our Vision

“To foster an inclusive community where every student thrives, enriches their skills and character, and achieves academic excellence.”

# Our Mission

“We are a flagship for all academies. Our educational environment is safe, stimulating, positive and supportive. We believe hard work equals success.”

# Our Values

At Kettering Buccleuch Academy, we are committed to providing a friendly and safe environment for all pupils/students. Our values are at the heart of everything we do, and we strive to instil them in our students through our daily interactions, policies and practices.

We are committed to providing excellent education through which all pupils are able to progress, achieve and go on to succeed in life. Our approach is underpinned by a sense of moral purpose and commitment to doing what is right for children and young people, supporting colleagues to achieve excellence and acting with integrity in all our dealings within and beyond our community, in the interests of young people everywhere. We summarise this ethos as ‘the best in everyone’.

## Our core values:

### RESPECT

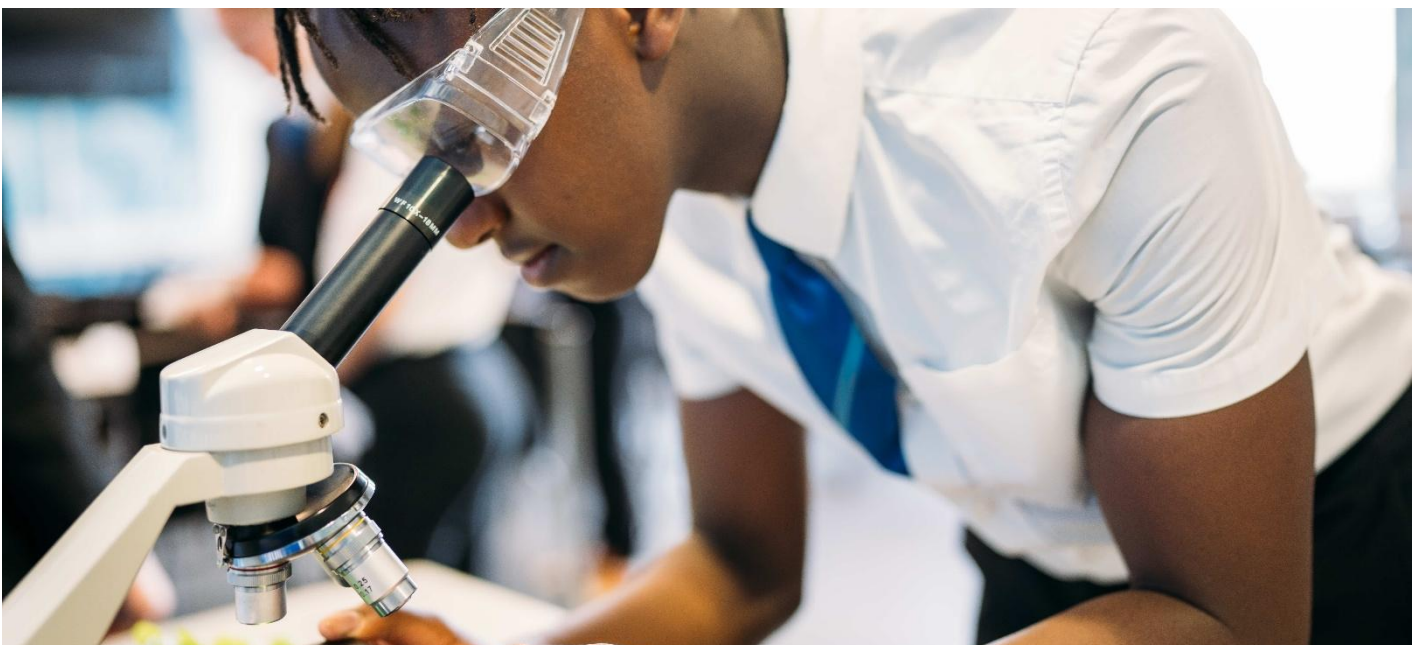
A quality shown through thinking and acting in a positive way about yourself and others.

### AMBITION

A strong desire to achieve something.

### DETERMINATION

The ability to continue to try, although it may be difficult.



# A School of Character

Kettering Buccleuch Academy's Character Development Programme is delivered through the curriculum, assemblies, tutor time reading, PHRSE and many other facets.

The Character programme is based on our core values of respect, ambition and determination.

At Kettering Buccleuch Academy we understand that there is more to a good education than just academic success. Our school aims to develop character, compassion and service. Young people are expected to contribute to their school and to society; to try things which they think they cannot do; to persist in the face of difficulty; to become resilient in overcoming obstacles; to manage themselves; to work independently on things which challenge them; to work with others and in teams; to be courageous and caring; to lead.

We want young people to look back on a joyful schooling which has inspired and challenged them, given them wide opportunity and prepared them for the ups and downs of life. We are therefore committed to providing all our students with a broad and balanced curriculum as well as cultural and social experiences that broaden horizons and support the development of character.

We fundamentally believe in nurturing talent within our staff body. Our in-house Continuous Personal Development Programme focuses on developing teaching and learning practices and techniques to ensure we become the best possible practitioners in the classroom. Further, we actively support staff in their CPD and ensure all leaders have formal leadership training through avenues such as the United Learning Leadership Development programmes as well as the National Professional Qualifications. Alongside this, we create succession planning for future senior positions.



# Part of United Learning

Kettering Buccleuch Academy is part of United Learning; a large and growing group of schools aiming to offer a life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our subject specialists, our group-wide intranet, our own curriculum and our online learning portal all help us share knowledge and resource, helping to simplify work processes and manage workloads for an improved work-life balance.

As a group, we can reward our staff better: with good career opportunities, better pay, benefits, and ultimately, the satisfaction of helping children to succeed. We invest in our staff wellbeing and our academies each have at least eight INSET days per year (with three of those solely dedicated to planning), and an ongoing group-wide wellbeing programme. It's an ethos we call 'the best in everyone'.

***“Warm, respectful relationships between staff and pupils are noticeable. This creates a positive and nurturing atmosphere, particularly in the primary phase.”***

**(Ofsted, February 2026)**



***“The staff and students at KBA make it a special place to work.”***

**(Staff Survey, November 2025)**

# About Northamptonshire

Kettering Buccleuch Academy is situated within close reach of Kettering town centre. Kettering is a historic market and industrial town located in North Northamptonshire. It has great transport links direct into London by train in about an hour. It also has direct access to the A14, linking it with the A45 and M1. There is a wide range of attractions both in the town and the surrounding county, such as:

- Museums and theatres – Kettering Museum and Art Gallery, The Lighthouse Theatre, The Royal and Derngate
- Manor houses and gardens – Boughton House, Kirby Hall, Rockingham Castle
- Great retail outlets - Rushden Lakes
- Excellent value for your money on houses and flats
- Historic surrounding market towns and villages with local markets
- Variety of cycleways - Cycle Northants
- Wide range of country walks to take you away from the pressures of modern living
- Parks, lakes and water sports – Wicksteed Park, Stanwick Lakes
- Great sporting scene – Northampton Saints, Northamptonshire County Cricket Club & Kettering Town Football Club
- Picturesque golf courses – Kettering Golf Club
- Beautiful parkland and forests
- Canals and rivers



Wicksteed Park



Kirby Hall



Northampton Saints



Royal and Derngate Theatre



Boughton House

# Job Description and Person Specification

## Job Description – Director of Behaviour

**Kettering Buccleuch Academy is committed to equal opportunities and to the protection and safety of all students and adults. We expect all staff and volunteers to share these commitments.**

### Reporting to:

Vice Principal: Pastoral

### Responsible for:

Teaching and Operational staff within the subject areas

### Line Management of:

Staff within the subject areas

## Job Purpose

- To lead and support on behavioural matters within the academy
- To support in the quality assurance of all systems and processes pertaining to behaviour
- Embed a culture of excellent attendance and punctuality across the school and wider community by taking all opportunities to raise the profile of attendance expectations and positive attendance behaviours
- To be a model of excellent practice, maintaining a clear focus on outstanding delivery to learners ensuring a centre of best practice and excellence

## Strategic Direction and Development of the Academy

- To promote a positive behavioural culture across the academy
- To work with the Principal to establish commitment to a shared vision for the academy
- In partnership with the Principal to monitor and evaluate the work of the academy in order to identify resources to support families and students
- To ensure that appropriate systems and structures are in place in order to track and monitor the behaviour of pupils in the academy

## Teaching and Learning

- To be a model of outstanding practice
- To contribute to the monitoring of teaching through visits to lessons at the request of the Principal
- To manage and organise a relevant professional development and training plan for teaching staff in order the quality of teaching and learning, behaviour for learning and the use of formative assessment
- To ensure that all students make academic progress, regardless of each student's needs and liaise with relevant staff to ensure student is fully supported and making rapid progress.

## Performance Management

- To take part in the academy's staff development programme by participating in arrangements for further training and professional development;
- To continue personal development in the relevant areas, including subject knowledge and teaching methods;
- To actively engage in the Performance Management Review process.

## Knowledge, Skills and Experience

- To prepare and update subject materials;

- To use a variety of delivery methods which will stimulate learning appropriate to student needs and the demands of the syllabus.

## Academy Policy

- To help implement academy quality procedures and to adhere to those;
- To communicate effectively with the parents of students as appropriate;
- Where appropriate, to communicate and cooperate with persons or bodies outside the academy;
- To follow agreed policies for communication in the academy;
- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, review days and liaison events with partner schools;
- To attend directed time meetings;
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of academy life;
- To apply the behaviour management systems so that effective learning can take place.

## Personnel

- To work as a member of a designated team and to contribute positively to effective working relations within the academy.

## Student Outcomes

- To maintain appropriate records and to provide relevant, accurate and up to date information for Arbor, registers etc.
- To complete the relevant documentation to assist in the tracking of students;
- To track student progress and use information to inform teaching and learning.

## General

- To undertake such other duties from time to time as directed by the Principal in line with the developing needs of the academy
- To undertake duties in compliance with academy and ULT policies
- To have a high profile and presence around the academy in order to model appropriate expectations for staff and pupils

## Supporting the Academy

- Provide consistent and effective support for colleagues in line with the responsibilities of this role
- To contribute to the smooth and effective running of the academy on a day-to-day basis
- Be aware of and comply with policies and procedures relating to child protection, health and safety, security, confidentiality and data protection, reporting all concerns to the appropriate person
- Recognise own strengths and expertise and use these to advise and support others

This job description is intended as a general guide to the duties attached to the post and is not an inflexible specification. It may therefore be altered from time to time to reflect the changing need of the service, always in consultation with the post holder.

Every member of staff at Kettering Buccleuch Academy has a responsibility to promote and safeguard the welfare of children and young people with whom they come into contact.

We are an inclusive academy and strive to be a learning, caring and thriving institution. We take the safeguarding of students and staff seriously at Kettering Buccleuch Academy. All staff are expected to support this ethos.

# Person Specification – Director of Behaviour

The successful candidate will possess all or most of the following attributes: E = Essential D = Desirable  
Assessed by: I = Interview A = Application

QUALIFICATIONS	Criteria	Selection
Qualified to at least degree level	D	A
Qualified to work in the UK	E	A
Evidence of further in-service training	D	A
Further professional education qualifications	D	A
Further leadership qualifications	D	A
LEADERSHIP		
Able to work in close harmony with the extended leadership team	E	A/I
Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of under performance	E	A/I
Strong interpersonal, written and oral communication skills	E	A/I
Takes personal responsibility for their own actions	E	A/I
Genuine passion and a belief in the potential of every student	E	A/I
Commitment to the behaviour, safeguarding and welfare of all students	E	A/I
Can maintain effective working relationships with parents and other stakeholders	E	A/I
EXPERIENCE		
Experience of teaching in a school or education setting (secondary)	D	A/I
A track record of effectively leading/motivating students and staff and developing team approach(es)	D	A/I
Experience of improving student outcomes	E	A/I
Knowledge and understanding of National Educational priorities/developments	E	A/I
Experience of delivering lessons which are consistently at least good to students of all ages and abilities	E	A/I
Experience of implementing behaviour management strategies consistently and effectively	E	A/I
Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes	E	A/I
Experience of having designed, implemented and evaluated effective, imaginative and stimulating Schemes of Work and learning plans	D	A/I
Be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the needs of learners and which integrate recent developments, including those relating to subject/curriculum knowledge.	E	A/I
Experience of running enrichment and extracurricular activities which inspire and motivate learners	E	A/I



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