



ATHENA
LEARNING TRUST

Behaviour Support Officer

Applicant Pack

Closing date:
6th January 2025

Interview date:
TBC



Join Athena - Inspiring World-Class Education Together!

At Athena, we are a passionate and forward-looking educational organisation committed to providing world-class education and helping individuals **lead great lives**. Our core values of "**dream big, take responsibility**, and **be kind**" guide our mission to create a supportive and inclusive learning environment where everyone can excel and grow.

Job Title:

Behaviour Support Officer

School Base:

Bideford College

Closing Date:

06/01/2026

Interview Date:

TBC

Vacancy Start Date:

ASAP

Contract Type:

Fixed Term

Salary:

£12.60 - £13.54 ph



Being an Athenian

At Athena, we believe in the power of education to transform lives and shape a brighter future. We are dedicated to fostering a strong sense of community, where students, educators, and parents collaborate to achieve academic excellence and personal growth. Our commitment to "**dream big, take responsibility, and be kind**" underpins everything we do, inspiring our students to aim high, take ownership of their learning, and treat each other with respect and compassion.

We are inspired by wisdom, creativity and learning. Determined to create a world where all children get to go to great schools, our mission is to provide the knowledge and education to bring opportunities, choices and freedom.

If you want to be part of an inspirational team of big thinkers who will support you to develop your full potential and value your knowledge, passion, wellbeing and commitment, it sounds like you could be on your way to joining us and becoming an Athenian.



What makes Athena different

Our Commitment to you

We recognise that all of our people have a role to play in ensuring our students have access to world-class education and so each one is valued. We are committed to creating an inclusive and supportive work environment that promotes both personal and professional growth. We put staff wellbeing first and here are some of the benefits and perks you can enjoy as a member of our team:

Impact: positive outcomes for our students

Leaders: we see everyone as a school leader

Wellbeing: ensuring your time off is for you

Generous pension: the local government pension scheme

Employee Wellbeing Initiatives: support your physical, mental, and emotional health

Benefits: Enjoy access to various discounts, benefits, and rewards to enhance your lifestyle.

Join us on this journey to inspire greatness in ourselves and others. Together, we can create a brighter future and make a lasting difference in the lives of our students and the communities we serve.

People

passionate about making a difference in the lives of each other and our students

Development

investing in our employee's growth and development

No burn out

cut low-impact workload and champion staff wellbeing

Support

valuing our employee time and impact by investing it well and providing wrap around support

Flexibility

flexible working to promote work-life balance where possible



Role Summary

The Behaviour Support Officer plays a pivotal role in assisting students navigating behavioural challenges or facing difficulties engaging with the academic curriculum. Collaborating closely with educators, parents, and fellow professionals, this role focuses on devising effective strategies that enable students to surmount their obstacles, fostering both academic achievements and social growth.

They are responsible for promoting positive behaviour for learning across the college and assist the Heads of Year and Heads of Faculty with the effective support and challenge for behaviour with the target group of students.



What you will be doing

Build Knowledge

- Participating in professional development to stay current with best practices.
- Recognising personal strengths and areas of expertise to collaborate, advise, and support others.
- Complying with and contributing to the development of policies and procedures.
- Being aware of and adhering to applicable rules, regulations, legislation, and procedures, including maintaining confidentiality.

Build Trust

- Providing one-to-one mentoring to help students build self-esteem, improve behaviour, and develop positive relationships.
- Collaborating with parents and professionals to ensure students receive necessary support and resources.
- Establishing constructive relationships and communication with teaching staff to support student behaviour.
- Contributing to the overall ethos, work, and aims of the school.

Prioritisation

- Identifying students with behaviour issues and creating individualised support plans.
- Meeting with senior leaders and mentors to agree on action steps for ongoing support.
- Improving measurable attendance outcomes within the pupil portfolio by adjusting strategies.

Clarity and Energy

- Developing and delivering group workshops on various topics related to behaviour management and emotional regulation.
- Working with teachers to create a positive and supportive classroom environment fostering good behaviour and academic achievement.
- Maintaining detailed records of student progress and sharing information with stakeholders to ensure alignment in working towards common goals.

Follow Up

- Meeting with senior leaders and mentors to share successful strategies, frustrations, and problem solving approaches.
- Undertaking other duties appropriate to the grading of the post as required.

How you will be doing it

Dream Big

- Deliver value opportunities for world class education for all students

Take Responsibility

- To maintain confidentiality of information acquired in the course of undertaking duties for the department.
- Ensure Health and Safety and Safeguarding are at the centre of your approach.
- Take accountability for your own development and aspire to deliver the very best practice across all areas of your role.
- To attend staff meetings and school-based CPD days as required.

Be Kind

- To encourage acceptance and inclusion of all students.
- Support positive strategies for promoting equality and for challenging racial and other prejudice.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. You could reasonably be asked to work out of our partner sites to support where required.





Qualifications

- GCSE's or equivalent to include Maths & English at a C grade or above
- Good levels of literacy and numeracy
- Bachelor's degree in education, social work or a related field is preferred but not required.

Experience

Essential

- Experience of working with pupils in a school environment is essential
- Management of specific intervention groups and course delivery

Desirable

- Experience of supporting/monitoring behaviour as part of pastoral provision would be preferred but is not essential
- Experience working with students with diverse backgrounds and learning needs would be an advantage
- Skilled in utilising technology and educational software

How to Apply

If you are passionate about our values and dedicated to making a meaningful impact on education, we invite you to apply. **Please complete the application form on My New Term** and tell us about how you connect with our values of "**dream big, take responsibility, and be kind**" and what you feel you can contribute to our team and our goal to deliver world class education.

Athena Learning Trust is committed to **safeguarding** and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. All posts are subject to Enhanced DBS clearance and appropriate pre-employment checks.

We reserve the right to close this advert and interview and appoint earlier than the advertised closing date should there be a good response to the advert, so early applications are advised.

Apply now

and experience the difference
in a rewarding and meaningful
career in education.