

Castlewood School



Building confidence and self-belief

Behaviour Support Officer

NJC pay scale Grade 8 (Scp 22 -27) starting salary £27,827 (actual pro-rata)

Part Time, Term Time, plus 5 inset days plus 1 week

Start Date: September 2026 or sooner

Closing Date: **Friday 4th September 2026 at midday**

Interviews: **scheduled for the week of 7th September 2026**

About Us:

Castlewood School is seeking to appoint a committed and skilled Behaviour Mentor to join our team. This is a new and exciting permanent role, created to strengthen our whole-school approach to behaviour and support for pupils with Social, Emotional and Mental Health (SEMH) needs.

About The Role:

This is a key role within Castlewood, focused on improving outcomes for pupils by supporting them to regulate, engage and succeed in learning.

Working under the direction of the Deputy Head and senior leaders, you will:

- Provide 1:1 and small group mentoring for pupils with SEMH needs
- Support pupils to develop self-regulation strategies – aligned with our approach of *"regulate before you educate"*
- Act as a positive role model, building strong, trusting relationships with pupils
- Support both learning and behaviour in and out of the classroom
- Develop and implement individual behaviour support plans

You will also play a wider role in the school by:

- Supporting staff with effective behaviour strategies and classroom practice
- Acting as a point of contact for behaviour support across the school
- Monitoring, recording and analysing behaviour data and trends
- Contributing to the development of a consistent, whole-school approach to behaviour
- Supporting communication with families and external agencies

.Make a Difference at Castlewood

Castlewood's recent Ofsted inspection confirmed that the school meets the expected standard in all areas. The report celebrates the culture we have created, describing how "pupils at Castlewood are surrounded by something increasingly evident; hope."

Inspectors recognised that our pupils know they matter, feel a genuine sense of belonging, and benefit from "strong, trusting relationships" that shape their experience of school.

Read the full Ofsted report by scanning the QR code and discover why Castlewood is such a rewarding place to work



What We Are Looking For

We are looking for someone who is:

- Passionate about supporting pupils with SEMH needs and challenging behaviour
- Calm, resilient, and confident in managing and de-escalating situations
- Able to build strong relationships with pupils, families, and staff
- A proactive team player with a solution-focused mindset
- Committed to improving outcomes for vulnerable learners

What We Offer:

- Supportive staff community and teamwork.
- Ongoing professional development opportunities.
- Wellbeing initiatives that value you as a whole person.
- A genuine commitment to inclusion and diversity.

Join Us If You Are...

- A strategic thinker with a passion for inclusive education
- A confident communicator and empathetic leader
- Committed to safeguarding and promoting the welfare of children

Working Hours

34.5 hours per week, term time only. Monday to Friday 8:30 to 3:45. The annual salary will be paid over 12 months.

Safeguarding Statement:

Castlewood School (Birmingham, B36) is committed to safeguarding and promoting the welfare of children. All appointments will be subject to a satisfactory completion of safeguarding checks.

Equality Statement:

Castlewood School (Birmingham, B36) is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

If you share our passion for inclusive education and want to join a supportive, forward-thinking team, we'd love to hear from you!

How to Apply:

For further details and to apply, please visit our website, vacancies page or follow the link below to complete an application form on Mynewterm.

Further information

For a further discussion about the position or to have a tour of the school please contact Chris White (Deputy Headteacher) 0121 748 9760.

Castlewood School is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expect all staff and volunteers to share this commitment.

By engaging in this recruitment process, shortlisted candidates consent to an online search in line with Keeping Children Safe in Education Statutory Guidance 2024

Please note this post is subject to an enhanced DBS check, Online checks and satisfactory references prior to interview

Safeguarding policy/Child Protection/Safer Recruitment policy and policy on the employment of ex-offenders can be found on our website <https://castlewoodschool.co.uk/our-school/school-policies/>

We are an Equal Opportunities employer and welcome applications from all members of the community.

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