

Stanborough



Behaviour and Inclusion Teacher

Information Pack for Candidates

April 2026

Grow and Succeed

High Expectations | Mutual Respect | Quality Learning | Success for All



Welcome

April 2026

Dear Candidate,

Thank you for your interest in the role of Behaviour and Inclusion Teacher at Stanborough School. We are delighted that you see Stanborough as a school where you can make an impact. This position will offer an exciting opportunity for the successful applicant to work with us as we continue to develop our thriving and dynamic over-subscribed school.

It has been a privilege to lead Stanborough School since September 2018. My team share an educational philosophy which promotes the highest expectations and consistent pastoral care. Our core aim is to nurture enquiring minds and to inspire our youngsters to pursue their dreams, leaving our school ready to excel in a future which has limitless possibilities. I am delighted that all of the hard work by staff and students has been recognised by Ofsted and that following an inspection in January 2023 we have been awarded a 'Good' grade. Details of this are given later in this pack.

Our aim is simple, we want to be a truly outstanding school in every sense of the word and we want to be confident that our students get the best possible education that is ambitious, varied and stimulating. At the heart of everything we do is a desire to ensure that our students receive the highest standards of teaching and learning. Our curriculum is broad and academically challenging in order to prepare students for the rigours of further study or work.

At Stanborough, we care passionately about the development of each student's character, their personality and social skills, the way they treat others and the contribution they make to society. We place strong emphasis on outstanding behaviour. Excellent learning is underpinned by excellent behaviour. We expect our students to show respect when interacting with other members of our school community and to uphold the reputation of the school in the local area.

In September 2019 we became an 8 form entry school. Raising our intake number is a reflection of the success and popularity of Stanborough School in the local area.

If you are passionate about education and really feel you can make a positive difference to the school then we look forward to receiving your application to join us at Stanborough.



Mrs M John
Headteacher





Ofsted Report – March 2023

The school was delighted to be awarded an Ofsted 'Good' grade following an inspection held in January 2023.

The report emphasised the hard work of staff and students over the past four years since the last inspection. The full report is available at <https://stanborough.herts.sch.uk/wp-content/uploads/2023/01/2023-OFSTED-Report.pdf>. Below are some highlights from the report.

'Pupils behave well at Stanborough'

- 'Pupils behave well. They know and understand what leaders expect of them'
- 'Leaders set clear and high expectations for behaviour. Pupils are clear that disruption or discriminatory behaviour will not be tolerated'
- 'Pupils know staff will help if they have a worry or issue. They benefit from a range of effective support services such as counselling and well-being support'

'Leaders have redesigned the curriculum so that it is academically ambitious'

- 'Pupils study a broad and balanced curriculum which enables them to pursue their talents and interests'
- 'Leaders have ensured that in many subjects, the curriculum is planned well to build pupils' knowledge over time'
- 'Teachers present subject matter clearly, promoting appropriate discussion about what is being taught'

'Leaders ensure there is a wide range of opportunities for positive personal development'

- 'Pupils learn values such as mutual respect and tolerance through a well-planned programme of life skills, assemblies and tutor time'

'Leaders have taken clear and effective action to ensure the school has improved since the last inspection'

- 'Staff feel that leaders listen to them with regard to workload and well-being'

We are proud of the above comments and we would encourage all prospective candidates to read the [full report](#).

Stanborough School

[Stanborough School](#) is an 11-18 co-educational Academy that sits on the southern fringe of Welwyn Garden City. The school currently has 1250 students. Due to parental demand for places at the school, from September 2019 the school expanded to 8 form entry. This has required a substantial amount of new premises work to be completed which includes a new teaching block as well as a drama and music block.

We pride ourselves in being a fully inclusive school that serves our local community and on being a school that does its best for each individual student so they can achieve their potential during their time at Stanborough.

Stanborough is proud of its community involvement. We work closely with the four other local Secondary Schools as part of the Welwyn-Hatfield 16-19 Consortium. We also take a leading role in hosting and developing a number of other key community developments such as the Handside Schools Partnership with a local special school and primary school.

The school boasts excellent facilities including our first-rate IT resources, a legacy of our Specialist Computing Status. With a dedicated Art, Design and Technology block, Sixth Form Centre and the recently constructed MFL and Humanities and Music and Drama teaching blocks the students enjoy some outstanding facilities. The exceptional sporting facilities include 9 netball courts and 5 football pitches as well as a purpose built sports hall. Our excellent resources in all curriculum areas also show our commitment to giving students a wide variety of curricular opportunities including technology, the performing arts and computing. All students in Years 7 to 10 now bring their own devices and this continues to be rolled out across the whole school.

Our greatest asset at the school is our staff. We want the best educators for our students and through exceptional retention and support we have a stable staff with very low turn-over. A number of staff who started at the school as NQTs and ECTs now find themselves in senior positions at the school. We have a strong support team and many staff have remained with the school for several years.

With the appointment of a new Headteacher from September 2018, this is an exciting time to join the school and become part of an ambitious and hard-working team dedicated to moving the school forward. We are looking for support staff and teachers who will embody our four principles of High Expectations; Mutual Respect; Quality Learning and Success for All.



Welwyn Garden City

Welwyn Garden City is a town in Hertfordshire with a population of just under 50,000 people. Welwyn Garden City was the second Garden City to be built, founded in 1920 and it exemplifies the physical, cultural, social and planning ideals of the time it was built.

Location and Transport Links

Welwyn Garden City enjoys superb communication links. Stanborough School sits five minutes from the A1(M) and approximately 10 minutes from the M25. The M1 is only a 30 minute drive away. The train station in Welwyn Garden City is on the main East Coast Line linking Scotland to London and Kings Cross station is a 30 minutes train journey.

Luton Airport is less than 30 minutes away and both Heathrow and Stansted Airports are less than an hour's drive away. The town is also a central hub for local bus services which link it to the rest of Hertfordshire.

Facilities and Amenities

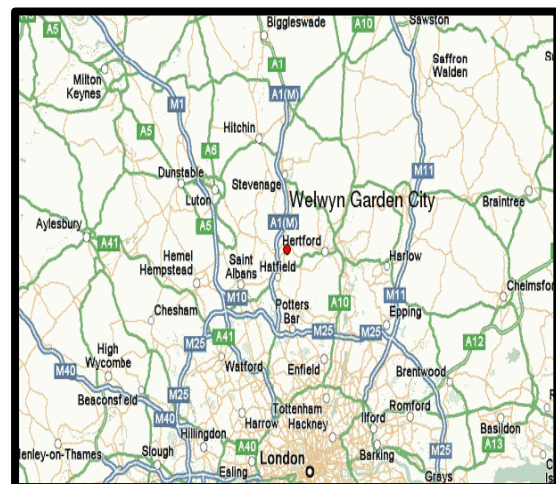
Stanborough School is a two minute walk from the Gosling Sports Park and is only a short car/bus journey to the University of Hertfordshire Sports Village in Hatfield. A range of shops, bars, restaurants and cafes can be found in the Town Centre as well as in the local Galleria shopping centre. St Albans, Hitchin and Hertford are all around 30 minutes away and all offer a range of retail and leisure experiences.

The town also has the QEII Hospital, a theatre, cinema and numerous other cultural and leisure facilities. Stanborough School lies at the southern edge of the town and the school grounds back onto the Stanborough Lakes Country Park.

Housing and Accommodation

A range of accommodation options are available in the local area and there is a thriving rental market. The excellent transport links allow many staff at the school to live in other parts of Hertfordshire as well as North London.

Help and advice can be given by the school if accommodation is required.



What can we offer you at Stanborough?

- The chance to work in a thriving and developing school that puts the student at the heart of everything it does.
- The chance to work with amazing staff who are passionate about developing the young people in their care.
- Personally tailored training and CPD.
- An expanding school with great facilities including a new teaching block with 17 classrooms as well as a new Music and Drama block.
- An opportunity to be involved in the 16 – 19 Welwyn Hatfield Consortium, one of the oldest and well-established of its kind in the UK. This involves close links and collaboration with four local schools and offers our Post 16 students access to over 50 Level 3 qualifications.
- Great resources for staff, including free parking on site, good rail and road links to the school and an attractive edge of town location next to Stanborough Lakes and Gosling Sports Park.
- Staff can benefit from the school's children of staff admission rule.
- Access to an employee assistance programme which offers confidential support to all staff.
- Yearly Staff Wellbeing Day



BEHAVIOUR AND INCLUSION TEACHER



JOB DESCRIPTION

Role Overview

The Behaviour and Inclusion Teacher is responsible for ensuring the smooth running of the school's inclusion provision (COMPASS) on a day-to-day basis and delivering high-quality teaching and targeted interventions to support students, some of which may have additional learning needs or be subject to behaviour sanctions such as 'hot-spotting' or internal suspension. Working within COMPASS, the teacher will deliver small group teaching, provide personalised support, and work collaboratively with colleagues to promote inclusive practice across the school.

The post holder will play a key role in improving outcomes for vulnerable learners, supporting student wellbeing, and ensuring that teaching and learning within the provision reflects high expectations.

Key Responsibilities

Teaching and Learning

- Adapt and differentiate learning to meet the needs of students with SEND, learning gaps, or barriers to education.
- Deliver targeted interventions to support literacy, numeracy, and subject-specific learning, enabling students to access the wider curriculum.
- Plan and deliver high-quality, inclusive teaching across all subjects to small groups and individual students requiring additional support.
- Work with curriculum leaders to deliver and maintain a suitable curriculum.
- Use a range of effective teaching strategies to engage learners, build confidence, and promote independence.
- Ensure that all teaching promotes high expectations, challenge, and progress for every student.
- Monitor and evaluate the impact of interventions to ensure students make measurable progress.
- Assess student attainment and track progress using school data systems and assessment tools.
- Use assessment information to inform planning, intervention, and support strategies.
- Work with senior leaders to monitor outcomes and identify areas for improvement.
- Contribute to reporting on student progress and outcomes as part of school improvement processes.

Behaviour Management and Wellbeing

- Promote a **positive learning environment** that supports engagement, resilience, and respect.
- Apply consistent behaviour management strategies in line with the school's behaviour policy.
- Support students with social, emotional, and behavioural needs using restorative and therapeutic approaches.
- Encourage positive attitudes towards learning and support students in developing effective self-regulation strategies.

Safeguarding and Student Welfare

- Safeguard and promote the welfare of children and young people in accordance with statutory guidance and school policies.
- Be vigilant in identifying and reporting safeguarding concerns in line with Keeping Children Safe in Education (KCSIE) guidance.
- Support vulnerable students by working collaboratively with pastoral staff, external agencies, and parents or carers.
- Contribute to creating a safe, inclusive, and supportive learning environment for all students.

Collaboration and Professional Practice

- Work collaboratively with subject teachers to ensure students receiving support can fully access lessons.
- Share effective strategies with colleagues to promote inclusive practice across the school.
- Participate actively in Student Support and Inclusion team meetings and contribute to the development of provision within COMPASS.
- Support your team of staff, inducting new staff as necessary, and inspiring and motivating them to achieve their best on behalf of the students.
- Conduct performance appraisal meetings and reviews with your team, as arranged within the school 'web' structure and through discussion with the SLT link to support their personal and professional development.
- Ensure the smooth running of COMPASS on a day-to-day basis, including the operation of school policies and appropriate health and safety requirements and practices.
- Support the development of whole-school approaches to inclusion, behaviour, and student wellbeing.

School Contribution and Leadership

- Contribute to the development and implementation of the Faculty Improvement Plan in partnership with senior leadership.
- Responsibility for the effective day-to-day operation and management of the school's inclusion provision.
- Engage with parents, carers, and external agencies to support student progress and wellbeing.
- Represent the inclusion provision during school events, including open evenings and progress meetings.

Professional Responsibilities

- Demonstrate high standards of professional conduct in line with the Teachers' Standards.
- Maintain up-to-date knowledge of teaching strategies, SEND provision, and inclusive practice.
- Participate in performance management, professional development, and training opportunities.
- Contribute positively to the wider life and ethos of the school.

Additional information.

All staff at Stanborough have a comprehensive package of support, training and performance management, giving scope for personal and professional development.

It is a requirement of all staff that they sign the IT Acceptable Use Policy and all staff will be expected to attend Safeguarding and Prevent training.

Whilst every effort has been made to explain the main responsibilities and duties of the post, each individual task to be undertaken will 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. The job description is current to the date shown but, in consultation with you, it may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

March 2026



JOB DESCRIPTION

Qualifications

Essential	Desirable
<ul style="list-style-type: none"> • Qualified teacher status • First degree • Understanding of child safeguarding issues and successful measures that promote and ensure the safeguarding of children • Knowledge of current legislation, guidance and developments • Meets National Standards 	<ul style="list-style-type: none"> • Continuous on-going Professional Development • Willingness and desire to undertake further professional development and training

Knowledge and skills

Essential	Desirable
<ul style="list-style-type: none"> • The ability to demonstrate good subject and curriculum knowledge • The ability to manage behaviour effectively to ensure a good and safe learning environment • An understanding of the principles of good classroom management and planning • Ability to challenge and support all students to do their best. 	<ul style="list-style-type: none"> • Knowledge of recent initiatives and issues in education • Using IT as a curriculum tool to improve standards • Having an extensive knowledge and a well informed understanding of a range of learning, teaching and behaviour management strategies

Professional Attributes:

Essential	Desirable
<ul style="list-style-type: none"> • Holding positive values and attributes and adopt high standards of behaviour in a professional role • An understanding of, and commitment to, equal opportunities for all students • Genuine commitment to high quality teaching 	<ul style="list-style-type: none"> • A willingness to participate actively in the life and work of the school to support its ethos and culture

Personal skills:

Essential	Desirable
<ul style="list-style-type: none"> • Highly effective communication skills with both children and adults • Effective time management skills and an ability to meet deadlines and work under sustained pressure • Commitment to implementing whole school policies relating to the safeguarding of children 	<ul style="list-style-type: none"> • Proven track record of successful teamwork

***The above will be evidenced by a variety of means including:
Application Form - Letter of application - References - Interview process***

How to apply and the Selection Process

17th April to 30th April 2026

Application Window

A visit to the school before applying is welcomed.

Please contact gpersand@stanborough.herts.sch.uk to make arrangements

30th April 2026 (9 a.m.)

Deadline for applications

Applications should be made via the MyNewTerm portal

<https://www.mynewterm.com/school/Stanborough-School/137847>

6th May 2026

Shortlisted applicants will be invited to attend a formal interview at the school

Prospective candidates are encouraged to apply as soon as possible as we reserve the right to call candidates for interview and appoint before the closing date

