



STOKE DAMEREL COMMUNITY COLLEGE/ SCOTT MEDICAL AND HEALTHCARE COLLEGE



Proud to be part of the

GREENSHAW
LEARNING TRUST

RECRUITMENT PACK

Stoke Damerel Community College,
Somerset Place,
Plymouth, PL3 4BD
Telephone: 01752 556065

Scott Medical and Healthcare College
Somerset Place
Plymouth PL3 4BZ
Telephone: 01752 987010

Email: info@sdcc-smhc.net



Dear candidate

Thank you for your interest in the role of Behaviour Practitioner at Stoke Damerel Community College and Scott Medical and Healthcare College. We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently have schools across South London, Berkshire, Surrey, Gloucestershire and South Gloucestershire, and Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve. To get a feel of life at Greenshaw Learning Trust, please download our 'Why you should work for GLT' recruitment brochure on our jobs portal.

Stoke Damerel Community College and Scott Medical and Healthcare College are committed to safeguarding and promoting the welfare of children and young people, therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school website provides a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our HR team. Email: HR@sdcc-smhc.net. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Yours sincerely

Anita Frier, Principal

ABOUT OUR SCHOOL

The Stoke Damerel & Scott College campus is based in the heart of the city centre of Plymouth with a stunning view of the Plymouth Sound and easy walking distance of the most accessible city waterfront. We are a vibrant and forward thinking community of teachers and learners. Our students, staff and governors believe that Stoke Damerel and Scott Medical & Healthcare College are very special schools - caring, happy, aspirational. We have an excellent teaching and support staff team who themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

Our colleges foster a culture of high expectation and aspirations, which is inherent in everything we do. Students are justifiably proud of their schools and their achievements and there is a strong sense of collaboration where students and staff are united in their desire to learn and improve. Our teaching staff embrace new pedagogical practice and the latest technology to offer students 24/7 learning.

Our schools have built our ethos on a strong set of core values which underpin everything that we do. Our aim is to give students a greater chance of success in whichever field they wish to work in. We value the wider education of every child and have a broad programme of character development opportunities including international travel and adventurous trips to give our students the very best chance of success.

Stoke Damerel Community College is a 11-18 mixed comprehensive school with approximately 1300 students, including our Sixth Form.

Scott Medical Healthcare College is a 14 - 19 mixed studio school with approximately 50 students per year group, specialising in a curriculum and vocational enrichment programme tailored towards students wishing to follow a career in medicine and healthcare

TERMS AND CONDITIONS

CONTRACT

Permanent

SALARY

- Salary calculated in line with NJC Grade D pay scale, points 08 - 14 £26,824 - £29,540 per annum (£21,882 - £24,097 per annum pro-rated). Starting salary and pay points will be aligned with relevant regional NJC spine on appointment, dependent on the location of the postholder.

HOURS OF WORK

35 hours per week x 39 weeks per year (Part time hours will be considered)

8:30am - 4pm Monday to Friday Full time (Term time plus inset days) or Part time hours to be agreed

PLACE OF WORK

Stoke Damerel Community College and Scott Medical and Healthcare College, Somerset Place, Plymouth..

PENSION SCHEME

- Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Local Government Pension Scheme (LGPS) or a Personal Pension Scheme. Details of the Local Government Pension Scheme are available at: <https://www.lgpsmember.org>
- GLT will recognise continuous local government service for redundancy purposes in line with the Redundancy Payments (Continuity of Employment in Local Government, etc) (Modification) Order 1999.

HOLIDAY ENTITLEMENT

- The postholder will be paid an enhancement for holiday pay, which is included in the salary details above

PROBATION PERIOD

New employees are required to complete a six-month probationary period.

STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

JOB DESCRIPTION

Post:	Behaviour Practitioner
Responsible to:	Senior Assistant Headteacher
Responsible for:	N/A

ROLE OVERVIEW

To support students within our On Site Provision (OSP), Student Recovery Centre to support positive behaviours, including working with school based refusers, to reintegrate positively back into lessons.

MAIN DUTIES AND RESPONSIBILITIES

- Provide a welcoming environment to those students within the On Site provision (OSP)
- Supervising students in a working environment and group lunchtime
- To work closely with the OSP Inclusion Lead and leadership team to supervise the day to day operation of students within the OSP, Student Recovery Centre or support programme resource
- To contribute to the programmes of study such as delivering forest school, Princes Trust, or equivalent programmes or literacy / numeracy / social skills programmes
- To deliver welfare programmes of support to students such as friendships, appropriate relationships, self esteem etc
- To track and review progress daily and over time showing the impact of interventions both to the student, parents and leaders
- Evaluate the interventions for each student and keep record of impact, contributing to their PSP (Pastoral Support Plans)
- To provide effective and efficient pastoral support to promote positive attitudes to learning and behaviour, through a trauma informed approach
- Ensure students are calm and ready for learning within the centre
- To manage challenging behaviour of individual students if necessary
- To work alongside a team of staff who provide particular and skilled support in the areas of mentoring, target setting, holding review meetings, lesson visits, group work and liaison with parents, staff and outside agencies
- To provide support, advice and guidance for students who are becoming disaffected or disengaged in lessons and around the College campus.
- Feedback to relevant colleagues on students achievements within the OSP and Recovery Centre
- Liaising with teachers to ensure all are aware of how to support individual young people to re-engage with learning
- Contribute to pastoral and reasonable adjustment support plan meetings and follow-up work, including advice to staff as student transition back into mainstream lessons using top tips, pen portraits and identifying positive strategies
- Identify patterns of behaviour and contribute to feedback to staff on successful strategies through consultation with student and staff
- Day to day administration tasks include registering students, updating the tracker and maintaining accurate records
- Communicating with parents to support positive engagement

- To ensure safe working practices for students and staff within the OSP provision
- Any other tasks as reasonably directed by the Senior Leader responsible for behaviour

STAFF DEVELOPMENT

- To continue personal development in the relevant areas, including subject knowledge and teaching methods.
- To engage actively in the Performance Management process.
- To participate in whole school professional learning programmes.
- To take part in the staff development programme by participating in arrangements for further training and professional development.

SAFEGUARDING

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school.
- Comply with the school's Safeguarding Policy to ensure the welfare of children and young persons.
- Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

The duties and responsibilities in this job description are not restrictive and you may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples, within their application.

	Essential	Desirable
Qualifications and training		
Strong academic record including English and Maths at Grade 4 / 5 or equivalent	x	
Experience of working with young people who have SEN needs, particularly SEMH	x	
Degree in a relevant subject		x
Other relevant professional qualifications		x
Appropriate training such as Trauma informed training; ELSA / SAMS training		x
Understanding of interventions to support behaviour management and promote positive attitude to learning and behaviour		x
Experience of producing reports on progress of young people		x
Skills and experience		
Substantial experience of working with young people in an educational and/or social care setting		x
Excellent interpersonal and teamwork skills	x	
Excellent communicator; sensitive, compassionate and effective	x	
Full working knowledge of relevant policies and legislation	x	
Personal attributes		
You must be resilient and able to demonstrate patience and an understanding of issues affecting young people, particularly trauma aware	x	
Ability to develop and maintain excellent professional relationships with both young people and adults	x	
Ability to develop constructive and positive relationships with students and parents /carers which will promote trust and confidence	x	
A willingness to become involved in all aspects of school life	x	
Ability to remain calm in situations of high tension	x	
Committed to the safeguarding of children	x	

Excellent communication skills with people at all levels both written and verbal	x	
Appreciation of other team members roles and responsibilities and both your and their contribution to a successful and effective team		x
Understanding of a range of ICT and education systems including Bromcom and how to extract and use data effectively to inform the decision making process		x
Experience of a graduated approach to support young people		x

THE RECRUITMENT PROCESS

APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than **11.59pm on Thursday 29th July 2026**. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

INTERVIEW PROCESS

Interviews will be held on Monday 3rd August 2026. . Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

TAKING UP POST

The successful applicant will take up the post as soon as possible in September 2026.



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