



**BODMIN**  
COLLEGE

## Behaviour Intervention Lead Recruitment Pack

H Grade, 37hrs pr week, Term-time plus 5 days  
£24,274.28 - £28,306.15 (Actual)

Exceptional Educational Experience



Dan Morrow  
Trust Leader



Rich Baker  
Deputy Trust Lead

# Welcome

At Cornwall Education Learning Trust (CELT), our mission is clear: to provide every learner with an **exceptional educational experience**. One that enables them to thrive, achieve and succeed in life. We believe in a **100%** mindset, that every learner, in every classroom, in every school, deserves the very best we can offer. For us, 100% means no compromise: no learner left behind, no community overlooked, and no opportunity wasted.

Our strategic goals reflect this ambition. We are committed to empowering and growing our people, building an ambitious all-through entitlement, forging exceptional relationships with our communities, transforming provision through meaningful partnerships, and leading an ethical, effective and innovative organisation. These are not just aspirations; they are promises that shape the way we work and the culture we are building together.

Joining CELT means becoming part of a values-driven trust where collaboration, innovation, and care for people are at the heart of all we do. If you share our 100% mindset, are passionate about education, and want to make a tangible difference to learners and communities across Cornwall, we would be delighted to welcome you to CELT.

A handwritten signature in blue ink that reads "Dan Morrow". The signature is fluid and cursive, written in a professional style.

Dan Morrow  
Trust Leader

EXCEPTIONAL  
EDUCATIONAL  
EXPERIENCE

100%





## Welcome from our Chair of Trustees

Our values are at the heart of everything we do. We believe in the power of **Collaboration**, building strong relationships and working together as one team to achieve our collective goals. We are committed to **Empowerment**, creating a culture where initiative, innovation and trust flourish, and where every individual feels valued, respected and motivated.

As a Trust, we are grounded in promoting **Leadership**, sharing a moral and ethical purpose to improve the lives of others and make a lasting difference for our learners and communities. And we embrace **Transformation**, approaching change positively so that we can all become our best selves and do our best work.

These values guide every decision we make and every action we take. They are the foundation of our Trust and the reason we can offer such exceptional opportunities for our learners and staff. If you choose to join CELT, you will be part of a values-driven organisation where people are supported to grow, contribute, and thrive.

A handwritten signature in blue ink that reads "Sally Foard".

Sally Foard  
**Chair of Trustees**



Sally Foard  
Chair of Trustees





# Cornwall Education Learning Trust

Our Family of Schools

Our family of schools have the privilege of educating 9000 learners across mid-Cornwall. We are passionate about collaborating and ensuring 100% of our learners have an exceptional educational experience.



**9000**  
LEARNERS



**1200**  
CELT STAFF



**16**  
SCHOOLS



## OUR SCHOOL

At Bodmin College, our mission is “to provide a great quality of education so that every child can live a life full of choice and boundless opportunities.”

We believe in the power of strong relationships- between students, their families, staff and the wider community- and that we become stronger by learning with and from each other. Bodmin College is on a transformational journey to provide an inclusive and ambitious education for all learners.

Our students are incredible and deserve the very best staff who are driven, compassionate and relentlessly positive in what we are seeking to achieve together.

Bodmin College is a warm, ambitious and forward-looking community school in the heart of Cornwall. We are part of Cornwall Education Learning Trust which means we have a strong culture of professional growth: we invest in our staff, encourage reflective practice and support you to become a great practitioner.

You will be part of a team that believes behaviour is not simply about compliance; it is about creating the conditions in which every student can belong, learn and succeed.

If you are passionate about developing young people, building positive relationships and helping students make lasting changes that transform their futures, we would love to hear from you.

For an informal discussion about the role, please contact Carl Foster at [cfoster@bodmin.celtrust.org](mailto:cfoster@bodmin.celtrust.org).

*Bodmin College and Cornwall Education Learning Trust are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The successful applicant will be subject to appropriate safeguarding checks, including an enhanced DBS check.*



## Purpose of role

The Behaviour Intervention Lead is a specialist pastoral and inclusion role that sits within the school's Behaviour Team.

Working alongside the Lead Behaviour Teacher, Senior Leadership Team, Heads of Year and wider pastoral colleagues and SEND Team the successful candidate will support students whose behaviour is preventing them from accessing learning successfully.

The role combines direct intervention with students, relationship-building with families and strategic work to strengthen behaviour and culture across the school.

This is not simply about responding to behaviour incidents. It is about helping students develop the habits, self-regulation and behaviours that enable them to be successful both in school and beyond.

## Principal Responsibilities:

Working alongside the Lead Behaviour Teacher and wider pastoral team, you will play a key role in maintaining high standards of behaviour and supporting the positive culture of the school.

You will:

- Support the day-to-day operation of the school's behaviour systems, ensuring high expectations are consistently upheld.
- Respond to behaviour incidents and provide timely support to students and staff when challenges arise.
- Support the operation of the Reset Room and other behaviour provisions, maintaining a calm, purposeful and structured environment.
- Work closely with Heads of Year, Year Managers, Assistant SENDCO and senior leaders to identify students requiring tailored behavioural support and intervention
- Deliver targeted interventions that help students develop self-regulation, resilience and positive learning behaviours.
- Support students following suspensions, periods in Reset or other behaviour-related interventions, helping them successfully reintegrate into school life.
- Build positive relationships with students and families to promote lasting behavioural change.
- Monitor behaviour information and contribute to planning, reviewing and evaluating support strategies for individual students.
- Maintain a visible presence around the school, reinforcing routines, expectations and positive conduct.
- Contribute to the ongoing development of behaviour, culture and inclusion across the school.

**Working as part of Team Bodmin**

You will be joining a highly committed and collaborative inclusion team consisting of:

- Lead Behaviour Teacher
- Behaviour Team
- Heads of Year
- Year Managers
- Attendance Team
- Safeguarding Team
- SEND Team

We recognise that students achieve their best when adults work together with consistency, care and high expectations. As part of Cornwall Education Learning Trust, you will benefit from a strong culture of professional development, collaboration and continuous improvement. We invest heavily in our staff because we know that great schools are built by great people.

**General responsibilities applicable to all staff:**

- To demonstrate and promote the values of Cornwall Education Learning Trust at all times.
- To work with professionalism in line with the Trust's Code of Conduct.
- To take responsibility for their own CPD
- To attend staff meetings and Trust-based INSET as required.
- To be aware of, and comply with, Trust and school policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.

**Note:**

This job description is illustrative of the general nature and level of responsibility of the work to be undertaken commensurate with the grade. It is not a comprehensive list of all the responsibilities, duties and tasks relating to the post. The postholder may be required to undertake such work as may be determined by their line manager from time to time, up to or at a level consistent with the main responsibilities of the job. This job description may be amended at any time in consultation with the postholder.

## Education and training

Essential	Desirable
Level 2 qualifications in Maths/numeracy and English/literacy or able to demonstrate competency equivalent to level 2.	Recognised and accredited School Behaviour training.
Level 3 qualification (NVQ, AVCE or 'A' Level) in a subject related to the specialist area.	
Ability and willingness to undertake professional development.	

## Experience

Essential	Desirable
At least 2 years' experience of working in a similar support role.	Leading behaviour strategies
Relevant experience to include providing specialist support within certain areas of the curriculum, or with specialist student groups.	
Knowledge of a range of issues relevant to education and child development.	
Excellent communication skills, both written and verbal.	
ICT Skills – able to support learning through ICT	
A willingness to take action and to make decisions independently.	
A desire to understand how things work and to seek out opportunities to learn and grow.	
Ability to adapt easily to different situations.	
Organisational skills. · Self-motivated.	
Enjoys working with children/young people.	
Ability to work on own initiative and as part of a team	

## Specialist knowledge and skills

Essential	Desirable
Demonstrates an awareness, understanding and commitment to the protection and safeguarding of children and young people.	
Demonstrates an awareness, understanding and commitment to equality and inclusion.	



## Applying to CELT

We welcome applications via My New Term in the CELT Careers section of our website: [www.celtrust.org](http://www.celtrust.org).

We want every candidate to know exactly what to expect from our recruitment process. All CELT application packs clearly set out key information : salary, interview dates, and application deadlines. All line managers involved in recruitment are trained to recognise and reduce bias, ensuring a fair and consistent experience for every applicant.

More information about our approach can be found in our Recruitment and Selection Policy via the trust website.



## Safeguarding

Safeguarding is the golden thread through CELT - safeguarding is everyone's responsibility. We promote an open culture of learning and development where good practice is celebrated and mistakes are used to learn and improve practice and therefore outcomes for our learners.

A whole-school approach to safeguarding means listening to the voices of everyone in the school community. This includes learners as well as parents, carers and school staff.



Amy Daniels  
Director of Inclusion

All offers of employment are conditional and subject to satisfactory pre-employment checks including receipt of original qualification documents, references, medical screening, proof of eligibility to work in the UK, Childcare Disqualification check and an Enhanced Disclosure and Barring Service (DBS) check.



Our vision is to build and nurture a talented, diverse team who are proud to deliver exceptional education across our Trust.

We believe in working together, treating everyone fairly, and always learning and growing. We are committed to creating a safe, inclusive, and supportive workplace where every colleague feels valued and inspired to do their best.

By investing in and caring for our people, we unlock their potential – enabling them to make a real difference to our schools, our learners and the communities we serve.

CELT is committed to developing and empowering staff by ensuring that every colleague has the opportunity to thrive in their current role while being prepared for future opportunities.

Lea Randall  
**People Services Lead**



Lea Randall  
People Services Lead

**Empowering  
our people to  
support, teach  
and lead**



*Claire White*  
**Headteacher**

I feel privileged to have been part of SW100's cohort 2. I finished the year a different leader to the one I was 12 months before and I've never been more committed to change in our system. It reinforced my belief that teaching truly is the best job in the world.



*Andrew Gasiorowski*  
**IS Manager**

I joined Brannel School as an apprentice and now manage the information services team at Poltair School. Working at CELT has enabled me to progress professionally and has provided opportunities for me to work on strategic projects across the Trust.



*Rebecca Blizzard*  
**Assistant Headteacher**

From gaining valuable leadership experience as Head of Science I felt ready and supported to become an Assistant Headteacher. I value the range leadership opportunities at CELT and the strong collaboration amongst colleagues and our family of schools.

# Staff Entitlement

As a Trust we understand that we have a responsibility to create a future-focused team that is ready for change and able to support our development. Part of this future planning involves succession planning and dynamic talent management.

Talent management is crucial at both a strategic and an individual level. It is about the value that every individual brings to Cornwall Education Learning Trust. By understanding people's strengths and unique contributions, we can ensure that they receive the development they need to have the maximum impact in their current and future roles.



## Personal Growth & Inspiration:

- Exceptional development opportunities through training, mentoring, and networking.
- Complimentary access to Inspiring the South West conferences to fuel your ambition.



## Health & Wellbeing:

- Free annual flu jabs, health screenings, and eye tests to keep you feeling your best.
- Discounted gym and leisure centre memberships to support your fitness goals.
- Wisdom app access for mental health support, mindfulness, and resilience.
- Confidential helpline and counselling through Health Assured, available 24/7.



## Family & Flexibility:

- Up to 5 days paid emergency leave for dependants when life throws a curveball.
- Family-friendly policies and flexible working arrangements to help you balance work and home.



## Perks & Extras:

- Cycle to Work scheme to promote greener commuting and save on bike purchases.
- Generous public sector pension scheme to invest in your future.



CELT CENTRE OF  
EXCELLENCE

At CELT, we believe inspiration should flow through our staff as much as our students. Great teaching comes from colleagues who are curious, ambitious and continually developing their practice. Professional learning isn't an add-on – it's part of who we are.

The CELT Centre of Excellence at Penrice Academy brings this vision to life. It offers a place to reflect, learn and plan next steps, supporting colleagues at every stage of their career. Through programmes such as Future Leaders, New and Aspiring Leaders, and the upcoming Flourishing Programme, the Centre provides clarity, connection and opportunity for all roles across CELT.

Our aim is simple: to help every colleague grow, feel valued and thrive. By investing in ourselves, we strengthen our culture and keep inspiration at the heart of our classrooms.

**CLICK HERE**



"CELT is where teaching talent takes flight, and connection becomes the fuel that propels us forward. With comprehensive support, collaborative communities, mentoring, research-informed practice, and an unwavering focus on equity, CELT creates an environment where both teachers and learners thrive."



*Hayley Bissenden*

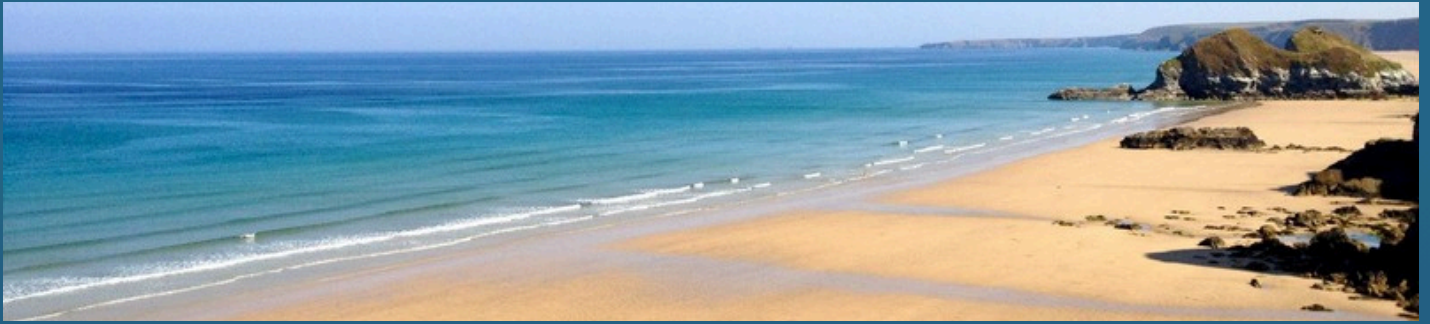
**Hayley Bissenden**  
Director of the  
Centre of Excellence





## Living and Working in Cornwall

A Life That Feels Different—in the Best Way



Cornwall offers a rare blend of meaningful work, breathtaking surroundings and an exceptional quality of life. Our schools sit at the heart of proud, supportive communities where relationships matter and staff quickly feel part of something bigger.

### Community

Cornwall's towns and villages are close-knit, welcoming and full of character. Families are deeply invested in their local schools, and the strong partnership between home and school is a defining feature of life here. When you join us, you're joining a place where people genuinely look out for one another.

### Lifestyle

From beaches and rugged coastline to moorland and open countryside, Cornwall's natural beauty is always within easy reach. Shorter commutes and access to the outdoors help create a healthy balance between work and life—and the space to truly recharge.



### Infrastructure

Cornwall is ambitious about its future. From major road improvements such as the upgraded A30 to enhanced digital connectivity and the convenience of Cornwall Airport Newquay, the region continues to invest to keep people connected and moving.

### Families

Safe communities, excellent schools, and a huge range of activities make Cornwall an exceptional place to raise children. Whether it's beach days, outdoor adventures or creative arts, there's always something to inspire young minds.