

Behaviour and Inclusion Support Manager

Required February 2026

38.75 hours per week (8.15am – 4.30pm) term-time only, plus two INSET days.

Salary: H6 (£29,540 - £32,061 DOE) pro rata

Actual salary per annum, £26,109 - £28,338, approx.

The Nobel School is a very exciting and vibrant school with 1490 students on roll, covering the full age and ability range, the majority of whom continue their education into our flourishing sixth form.

We are committed to delivering an education that provides students with the relevant skills and experiences to prepare them for further education and the world of work, but also to develop their character to become fully fledged members of society.

The Behaviour and Inclusion Support Manager will play a central role in promoting high standards of behaviour, inclusion and student engagement. Working closely with pastoral leaders and senior staff, the postholder will support the consistent implementation of the school's Behaviour for Learning policy, oversee internal sanctions and alternative provision processes, and use data-informed approaches to implement effective interventions that lead to positive outcomes for students.

We are looking for someone who will embrace the ethos of the school and the successful candidate will demonstrate a commitment to driving up behaviour standards and inspiring the same in others. They will have an unshakable belief in every student's entitlement to the highest-quality education and their ability to achieve and learn, whatever their personal circumstances.

The Nobel School prides itself on its excellent working relationships and caring environment. You will need to be friendly, approachable, flexible, a good team player and hardworking, with a good sense of humour.

Nobel School is committed to safeguarding the welfare of all of its students and staff. The successful candidate will have to meet the requirements of the person specification in order to be offered the post and will be subject to satisfactory recruitment checks, including an enhanced DBS check and satisfactory references. We welcome applications from all suitably qualified individuals regardless of age, gender, ethnicity or religion.

To apply, please contact Suzanne Crow, Head's PA (HR@nobel.herts.sch.uk).

Please complete our application form together with a letter of application that should be no longer than two sides of A4 (Arial, font 11). In your letter you should address your vision and values relating to the post and why you want to join the Nobel community. To arrange an informal visit please contact Suzanne Crow at the email below. All applications should be made through the relevant recruitment website or may be sent electronically to HR@nobel.herts.sch.uk. The closing date for applications is 11.59pm Friday 27 February 2026. **Prospective candidates are encouraged to submit their applications as soon as possible as the school reserves the right to close the advert should we feel able to appoint an appropriate candidate.**

Yours sincerely

A handwritten signature in cursive script that reads "Rphagura".

Rav Phagura
Headteacher



Hertfordshire County Council

Job Application Form (Support Staff in Schools)

Post Applied for:
School

at:

PLEASE COMPLETE IN BLACK TO FACILITATE PHOTOCOPYING

You are requested to complete this form (using supplementary sheets if there is insufficient space for any entry). **All sections must be completed.**

For guidance on completing this form, please look at the Guidance Notes – Support Staff document

PERSONAL DETAILS (block capitals please)

Surname/Family Name:	Preferred Title:
First Name(s):	Previous Surname:
Home Address:	
	Email:
	Telephone (Home)
	Telephone (Work)
Post Code:	Telephone (Mobile)

CURRENT OR MOST RECENT EMPLOYMENT

Employer's Name:

Department/Section:

Address:

Job Held:

Grade:

Salary:

Date Started:

Are you still employed? Yes/No.

If **YES**, amount of notice required

or, if **NO**, the date employment ended:

Brief description of the main duties of your job:

PREVIOUS EMPLOYMENT DETAILS

Please list all your previous jobs with dates to the nearest month starting with the most recent. (You should include all periods of work experience, work placements or voluntary work and periods when you were not in employment)

From	To	Name and Address of Employer	Job Title	Reason for Leaving

EDUCATION/QUALIFICATIONS

Please give details of your education including any professional qualifications, starting with the most recent attained

Dates Attended From / To	Name(s) and Address(es) of Secondary School/College/ University or other	Qualifications gained (State:level/grade/date achieved)

LEISURE INTERESTS

Please state briefly what your main leisure interests are, particularly where these are relevant to the work for which you are applying.

MEMBERSHIP OF PROFESSIONAL BODIES

Name of Institute/Professional Body	Current Level of Membership (e.g. corporate)	Membership Number
Please give details of your involvement with these bodies (e.g. attendance at meetings)		

TRAINING AND DEVELOPMENT
Please include details of any training (e.g. courses, seminars) and development (special projects, personal development courses) relevant to your application. Also include how you keep your job skills up to date.

REFERENCES

Please give the names, addresses and status of two referees who may be approached now, **one of whom must be your present or most recent employer. References from friends or relatives are not acceptable.**

1) Name:	Status:
Address:	
:	
Telephone:	
Email address:	
2) Name:	Status:
Address:	
Telephone:	
Email address:	

If you are known to the referees by another name (e.g. previous name) please inform them of your present name and advise that we may be in contact.

From what source did you learn of this vacancy?	
Are you a relative or partner of any employee or governor of the School?	Yes/No
If yes, please give details:	
Has someone else completed this form on your behalf?	Yes/No
If yes, please provide the person's name and an explanation:	

CRIMINAL RECORDS CHECK - DISCLOSURE & BARRING SERVICE (DBS)

From 1st December 2012, the Criminal Records Bureau (CRB) will merge with the Independent Safeguarding

DECLARATION

I certify that the information given above and overleaf is correct to the best of my knowledge.

I understand that an offer of appointment will be subject to satisfactory references, DBS clearance, proof of identity and right to live and work in UK, medical checks and relevant qualifications.

I give consent for personal information provided as part of this application to be held in accordance with the Data Protection Act 1988.

I accept that if any of the enclosed information is found to be untrue or misleading after my appointment, I may be liable for dismissal without notice.

Signature:**Date:**

In the interests of economy, receipt of this application may not be acknowledged unless specifically requested (in which case please enclose S.A.E)

YOU NOW NEED TO COMPLETE THE
PERSON SPECIFICATION FORM

Hertfordshire County Council
Person Specification Form

Name:	
Job Title:	
School:	

PLEASE COMPLETE IN BLACK TO FACILITATE PHOTOCOPYING

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It is essential that you complete and return this form

This form is your chance to show us how well you can do this job

Remember just saying you can do it is not enough; we need an example.

You can use examples from work, school, college, hobbies, voluntary work or daily life.

Example: Ability to prioritise workload

In my current job I plan my work on a daily basis but adjust it when an urgent query or problem arises, e.g. when another team member unexpectedly calls in sick. I always raise any urgent issues with my manager.

SKILLS AND ABILITIES

EXPERIENCE

KNOWLEDGE

Please note that if you are invited to interview, you will be asked about the boundaries between adults and children in a school.	
Signed :	Date: