

**William Morris Recruitment Pack
Behaviour Support Lead**



Dear applicant,

Thank you for your interest in working at William Morris Primary School.

Come and work in our school, with a fab staff team, where teaching and learning is fun and exciting!

William Morris is a happy place to teach and learn. Our team is a family working together to develop our school for the children. We are welcoming and supportive. The children at William Morris are friendly and engaged, they are keen to learn and have strong positive relationships with staff. Parents are supportive of the school and our PTA offers activities and fundraisers.

We are situated in the beautiful Tadpole Garden Village and housed in a purpose-built new building. We have children from nursery to Year 6.

The school building is spacious and purpose built, including a large hall, cookery room and library area. All our classrooms are bright and vibrant, installed with new equipment and resources, and have direct access to outdoor learning areas. Our school site also incorporates an attractive field and pond area which is utilised for learning, PE and sports.



Our Curriculum

Our curriculum is based around:

- Creative teaching using hands on learning and interesting stimuli
- Inspiring topics that engage pupils interest
- Encouraging children to try new experiences
- Life Skills to encourage personal development
- P4C to enhance thinking & communication skills
- Reading being the passport to learning

Our Life Skills Curriculum

At William Morris our curriculum includes developing children's personal life skills and the qualities children will need growing up in a world of change. This includes developing skills such as: personal confidence, conversation skills, perseverance and collaboration skills.

Life Skills have been developed with staff, parents and governors who were all invited to share specific skills, achievements, experiences and behaviours which they would like a child at William Morris to experience or learn.





Nurture Nest

Our Nurture Nest is a calm and inclusive space, designed to provide targeted support for students with Special Educational Needs and create a safe space for children to thrive. The carefully structured timetable ensures a balance between access to quality first teaching in class, a quiet space to complete learning tasks and evidence-based interventions, meeting the individual needs of each student. Collaborative opportunities with peers are encouraged, enabling the development of essential social skills. The Nurture Nest also provides opportunities for regular sensory breaks and provides a high level of adult support. Our Sensory Room is available to children who need a sensory break or time to regulate outside of the classroom. All classrooms also have a calm corner which children can access within learning time.

Teamwork

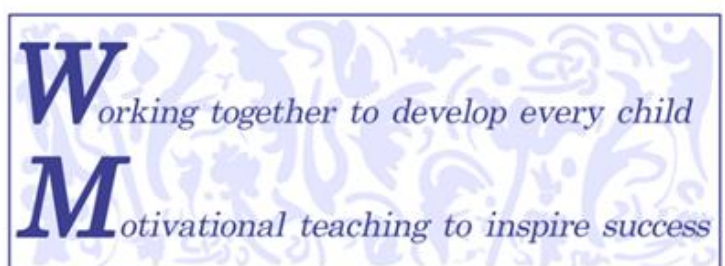
Our great staff team work collaboratively together and we promote staff work/life balance. We are committed to CPD - the successful applicant will have the opportunity to work alongside a talented and passionate team in school and across The Blue Kite Trust. There are future career opportunities within our growing multi academy trust.

We would be happy to show you around our school - please contact the school office to arrange a tour.

We look forward to hearing from you.

Yours sincerely

Mrs J Fraser, Headteacher



Safer Recruitment Statement

William Morris Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments will be subject to satisfactory references, an enhanced Disclosure and Barring Service (DBS) Disclosure, medical pre employment checks, Disqualification Declaration and proof of Right to Work in the UK. References will be contacted and checked prior to interview (if you do not wish us to contact references prior to interview please make this clear on your application). Proof of qualifications will be required and failure to disclose any other required information may render applicants liable to disqualification or dismissal if appointed, were the failure to come to light. Therefore it is imperative that you provide all relevant information requested in order to meet this safeguarding commitment.

For further information and to speak to the Headteacher, please contact the school office on 01793 299022 or look at our school website www.williammorrisprimary.co.uk



Job Description – Behaviour Support Lead

Responsible to: Headteacher

Salary range: NJC M Grade

Job Purpose: To provide support for children in school with behaviour interventions and work with families to offer guidance on behaviour strategies.

Under the direction of: Headteacher/SENDco

Responsibilities

- To provide early intervention behaviour support for children and families at William Morris
- To support children in school, with behaviour interventions and support
- To advise parents on positive parenting and behaviour strategies
- Demonstrate a good understanding of behaviour interventions and implement them effectively to support behavioural, emotional and academic development of children
- Work collaboratively with the SENDCo and teaching staff to understand and ensure provision as outlined in Education, Health, and Care Plans (EHCP)
- Maintain accurate and up-to-date records of interventions, progress, and outcomes, ensuring timely communication with SENDCo
- To act as an integral part of the school staff team, and as such to make a professional contribution to the overall aims of the school, working within agreed policies and procedures
- Safeguarding: To put into practise the school's Child Protection procedures to ensure our pupils are safe.
- To maintain confidentiality and understand managing sensitive data.
- To work in partnership with a range of staff, professionals, children and families
- Work with a multi agency approach to help identify and support children
- Promote high standards of behaviour and consistently implement the school's behaviour policy
- To work alongside Blue Kite Trust Lighthouse team

Support for pupils

- As above
- Provide specific support to pupils (or group of pupils) with behavioural need taking in to account their educational, cultural and/or religious background, communication and interaction difficulties or social, emotional, health, behavioural difficulties
- Delivery intervention strategies aimed at improving behaviour including, but not limited to anger management, nurturing, self esteem and re-integration
- To offer advice, model approaches and support children to manage their emotions, behaviour and social skills more effectively
- Observe and write behaviour support plans and de-escalation plans
- Provide support at times of key educational transitions
- Use systems to monitor the behaviour and progress of pupils who are on targeted interventions
- Support the reintegration of disaffected pupils and those who have been absent due to suspension
- Build and maintain productive relationships with all pupils, acting as a role model and mentor
- Promote pupil well-being by encouraging them to develop good relationships with others, develop their self-reliance and self-esteem

Support for Parents

- To take a lead role working actively with parents/carers and family members in encouraging positive parenting behaviour strategies
- To meet parents in school to offer advice and support
- To support continuity for behaviour management between home and at school
- To provide advice to parents on creating safe, stimulating and appropriate play opportunities for their children
- To provide support, encouragement and information to parents/career in relation to childhood development and parenting
- Offer advice and model approaches to support parents

- Signpost to services when needed
- Support and give advice in TAF/TAC/EH meetings

Support for Teachers

- Support staff with emergency behaviour situations
- Offer advice and model approaches to support staff
- Liaise with teaching staff to support monitoring activities on individual pupils' behaviour
- Provide effective support for all other members of the school staff by sharing own knowledge and expertise in a professional and constructive manner
- Support staff to implement behaviour interventions and appropriate strategies in class, and work with staff to adapt interventions to their classroom environment
- Support staff with the use of individual behaviour plans, and any reviews of these plans
- Work close with relevant staff to monitor pupil progress
- Maintain agreed written records of all interventions and feedback to class teacher
- Provide appropriate marking and feedback when working with children in line with school policy

Support for the school

- Support school in addressing the needs of all pupils but especially those pupils who need help to regulate their behaviour
- Work with the SENCO to identify pupils in need of additional behaviour support and to develop individual support plans
- Work with the designated safeguarding leads & SENCO
- Plan and promote strategies to encourage positive attitudes and behaviour
- Undertake playground and lunchtime supervision duties as required
- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the DSL to promote the best interests of pupils, including sharing concerns where necessary
- Make a professional contribution to TAF/TAF/EH meetings
- Maintain records and provide information as appropriate
- Work effectively with teachers, support staff and other professionals, applying own strengths and expertise to contribute positively to the overall aims and objectives of the school.
- Take an active role in supporting and developing a culture of team working for the benefit of pupils
- Contribute to the development and maintenance of school policies which encourage positive pupil behaviour and implement agreed behaviour management procedures in the classroom
- As requested by the Headteacher, supervise pupils during assembly, fund raising events, school outings and other extra curricular activities undertaken during the normal school day.
- Develop and maintain effectiveness as a member of the school staff by taking responsibility for own continuing professional development
- To develop new/innovative ways of working where appropriate, which promote and enable the development of children in ways that supports the physical, emotional, intellect and social needs of children and their families

Other duties

- Attend Blue Kite Trust Lighthouse meetings & training
- Participate in supervision meetings
- To keep up to date with case notes and share to appropriate professionals
- In accordance with the provisions of the Health & Safety at Work Act 1974, to take reasonable care for the health and safety of yourself, colleagues and pupils who may be affected by your omissions at work, and to co-operate with the school so far as is necessary to enable the school to perform or comply with their duties under statutory health and safety provisions.
- Undertake any other duties that can be accommodated within the grading level and nature of this post.

In accordance with the provisions of the GDPR Regulations May 2018, jobholders should take reasonable care to ensure that personal data is not disclosed outside the Trust procedures, or use personal data held on others for their own purposes. In accordance with the provisions of the Freedom of Information Act 2000, ensure requests for non-personal information are dealt with in accordance with the Trust's written procedures.

The Blue Kite Trust is committed to Safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Behaviour Support Lead person specification

Essential	Desirable
Qualifications and Experience <ul style="list-style-type: none"> • A good standard of general education, normally evidenced by qualifications at 'A' Level or equivalents. The minimum requirement is GCSE grade 4 and above in Maths and English or equivalent (A-C) • Training and Development linked to job description • Level 3 Diploma in Supporting Teaching and Learning in Schools or an equivalent qualification, experience, skills and expertise required to carry out specified work. • Training in relevant strategies eg behaviour management strategies • Experience of working with primary children with challenging behaviour • Experience of working with outside agencies and participating in meetings • Experience of working closely with families/carers 	<p>Desire to obtain further CPD</p> <p>Qualification in Early Childhood Development/ Behaviour Management or further relevant experience</p>
Knowledge and Skills <ul style="list-style-type: none"> • Knowledge and understanding of SEND and ACES & impact on behaviour • Trauma informed and SEMH knowledge • Current positive handling training • Able to lead restorative conversations • Experience of working with children with SEND • A well-developed understanding of strategies to manage and support young people with challenging behaviour in a school environment • Know and be able to use a wide range of strategies in order to deal with challenging behaviour • Experience of providing support in response to a crisis/incident • How to write and use de-escalation plans • Child Protection and Safeguarding training • Ability to achieve and maintain good relationships with others while representing children's needs Ability to comply with policies and procedures relating to child protection, health and safety, equal opportunities and confidentiality and data protection • Good knowledge of basic ICT packages • Excellent organisation skills 	<p>Previous relevant experience working in an education setting such as Family/Parent Support, mental health or school support</p> <p>First Aid training</p> <p>Experience of working within a safeguarding environment</p> <p>Play therapy training</p>
Personal & Professional Qualities <ul style="list-style-type: none"> • Good interpersonal skills with both adults and children • Displays warmth, care and sensitivity 	

<ul style="list-style-type: none"> • Work positively as a member of a team • Commitment to inclusive practice • Ability to be a good role model to children • Ability to use own initiative • Ability to form and maintain appropriate relationships and personal boundaries with children • Ability to make and maintain effective relationships with professional colleagues, including Lighthouse colleagues • Use own initiative to set up and engage children in learning opportunities • Willingness to provide the best possible opportunities for all pupils • Be able to maintain confidentiality at all times • Able to prioritise workload and work under pressure • Be creative and enthusiastic and use own initiative • Ability to 'muck in' & help out • Friendly, cheerful, patient and calm at all times 	<p>Willingness to undertake additional relevant training</p> <p>Flexible in terms of working pattern and evolution of role</p> <p>Passion to achieve high standards</p>
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Above all, you need to be passionate about children's education, to want the very best for them and be prepared to put their needs first. You recognise the importance of educating the whole child, including all learners and achieving high standards within a creative and exciting curriculum.

Behaviour Support Lead ADVERT

Are you an enthusiastic person looking to work in a friendly school, where teaching and learning is fun and inspiring?

William Morris Primary School is a friendly, happy school where children are known and cared for. Teachers and pupils treat each other with respect and kindness, which allows children to be challenged, helping them to persevere and achieve their potential.

William Morris has a happy staff team, very supportive of one another. Everyone works hard to give the best education possible to the children.

We are seeking an enthusiastic and dedicated full-time Behaviour Support Lead to take on the role across the school. This position involves working with children and families to support behaviour in order to access learning opportunities.

The ideal candidate will have experience supporting behaviour in a school environment, a strong understanding of effective interventions, and the ability to share strategies with parents.

The hours of work will be from 8.30-3.15pm, Monday to Friday including a 30 minute unpaid lunchbreak, totalling 31.25 working hours per week. This is a term time role working 39 weeks per annum which would be 44.85 paid weeks. The role will be paid at NJC 'M' grade (currently £15.62-£17.69 per hour depending on experience). This would equate to a gross annual salary of between £21,892 to £24,794 per annum.

William Morris Primary is situated in the beautiful Tadpole Garden Village and housed in a purpose-build new building. We have children from nursery to Year 6.

Our school is part of The Blue Kite Academy Trust, based in Swindon who offer excellent CPD and career opportunities.

Please see the **Recruitment Pack** for more information.

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Start date: asap

Salary: M Scale 3-9 £15.62 to £17.69 an hour

Closing date: 5th December 2025

Interviews: week commencing 9th December 2025

We regularly review applications and reserve the right to close an advert early if we identify suitable candidates. To avoid disappointment, submit your application as soon as possible.

For further information and to speak to the Headteacher, please contact the school office or look at our school website www.williammorrisprimary.co.uk