



LEIGH  
Academies Trust

# Job Pack

Behavior Lead Teacher  
Leigh Academy Snowfields

# Introduction

**Thank you for your interest in joining Leigh Academies Trust. This job pack is designed to give you a deeper understanding of who we are, what we stand for, and what you can expect as a valued member of our team.**

Inside, you'll find key details about our Trust, the academy where the role is based, and the position itself. We've also included insights into our culture, values, and the many benefits of working with us. Whether you're an experienced educator or just beginning your journey in education, we hope this pack helps you see how your goals align with ours.

We're excited to learn more about you and we hope this pack helps you decide if this is the right opportunity for your next career step.

For further information and support on our hiring processes, please view our [Careers Page](#).

**Any questions? Contact us on:**  
**joinus@latrust.org.uk | 01634 412 263**



# Welcome from our CEO



Leigh Academies Trust (LAT) is one of the largest and most successful school groups in England. Starting in 2008 in Dartford, the Trust is now responsible for 33 academies of all types, educating over 24,000 pupils, employing almost 4,000 talented staff and with access to an annual income of over £250m. Our Ofsted track record is impressive. Currently, 56% of our academies are considered to be “Outstanding” whilst inspected as part of the Trust.

LAT has remained local with all of its academies located in the South East (Kent, Medway, Bexley and Greenwich), within a one hour drive across the South Thames Corridor. This helps us to share resources and expertise much more easily and offer abundant training and progression opportunities to staff. We invest heavily in our workforce and enjoy strong retention across all job roles. The Trust has embedded various advantages which mean that LAT is an excellent place to develop a career in education. This includes being a highly inclusive employer which celebrates the diversity of its workforce.

Our scale and experience means we have been able to develop several well-chosen approaches to running schools which we know work well. These include:

- A small school approach to education where larger academies are organised into colleges. This ensures high quality pastoral care for pupils.
- A world class digital strategy where all staff and pupils have their own device making teaching, learning and operations efficient and highly impactful.
- Disruption free learning and a “warm strict” approach to behaviour management so that teachers can teach and pupils can learn.
- An all-through International Baccalaureate curriculum equivalent in quality to some of the best fee-paying schools and grammar schools in the UK and further afield.

In addition, The Leigh Institute - which is part of LAT - is responsible for Kent and Medway Training, one of the region’s biggest initial teacher training organisations, a large teaching school hub called Thames Gateway and an accredited apprenticeship provider. This powerful organisation trains, develops and supports 1,000s of teachers, support staff and leadership teams across the region each year. Our future plans are found in our [Vision 2030](#), available on our website.

Simon Beamish, BA (Hons) MSc PGCE NPQH NLE  
**CHIEF EXECUTIVE**



# Our Benefits

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At Leigh Academies Trust, we believe that our people are our greatest asset. That's why we offer a comprehensive and competitive benefits package designed to support your wellbeing, reward your contribution, and help you thrive both professionally and personally.

From continuous professional development and career progression opportunities to flexible working arrangements, health and wellbeing support, and exclusive staff discounts - you'll find that working with us is about more than just a job.

Explore our full range of benefits here: [latcareers.org.uk/benefits](https://latcareers.org.uk/benefits)

# Our Mission: *Education for a better world*

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At Leigh Academies Trust, our vision is to transform lives through education. We strive to ensure that every young person - regardless of background - has access to an outstanding education and the opportunity to thrive in an ever-changing world.

We are guided by four core values that shape everything we do:

- **We care** – about our pupils and their families through our human scale approach to education, our staff and their well-being and the world around us, driven by our high ideals and strong moral values.
- **We have boundless ambition** – to achieve excellence for all and create confident young adults with high levels of resilience and integrity.
- **We work together** – as one team because we are greater than the sum of our parts. We foster an enterprising culture through global collaboration with partners in business and education.
- **We keep getting better** – using our 'can-do' attitude and research informed approach to continuous improvement and innovation.

This shared vision unites our academies and teams, creating a strong, collaborative environment where staff and students can flourish.



# Job Description

**Job Title:** Behaviour Lead Teacher

**Reports to:** Principal

**Location:** Leigh Academy Snowfields

Leigh Academies Trust is a highly successful multi-academy trust. Our model of education enables students to reach their full potential, transforming their lives and ultimately the communities in which they live.

## Main purpose of role:

To lead and embed a consistent, whole-school approach to behaviour by developing effective strategies, supporting staff, and using data-informed interventions to promote a positive, inclusive learning environment where all students can succeed.

This job description should be read in conjunction with the [Job Description for Teachers](#), which outlines the core professional duties and expectations of all teaching staff. The responsibilities below are in addition to those, and are specific to the role of Behaviour Lead.

## Behaviour Strategy & Policy:

- Lead the development, implementation, and ongoing review of a consistent and effective whole-school behaviour policy across college sites.
- Work collaboratively with the senior leadership team, teaching staff, and support staff to ensure the policy is clearly communicated, understood, and embedded in practice.
- Ensure the behaviour policy evolves in response to the changing needs of the academy.

## Behaviour Monitoring & Intervention:

- Proactively monitor and manage student behaviour across the school, identifying patterns and trends to inform targeted interventions.
- Provide expert guidance and support to staff in managing challenging behaviour within the classroom.
- Implement, or support the implementation of, strategies for students with persistent behavioural needs.
- Work in partnership with external agencies and professionals to support students with complex behavioural needs.

## Staff Training & Development:

- Lead the delivery of high-quality training for staff on effective behaviour management strategies, including de-escalation, restorative approaches, and positive reinforcement.
- Provide ongoing advice, guidance, and support to staff dealing with behavioural challenges.

- Develop and maintain resources, including policies, procedures, and guidance, to strengthen staff confidence and practice.
- Support the Leigh Academy Snowfields outreach offer where appropriate.

### Student & Family Engagement:

- Champion positive, supportive relationships with students and their families.
- Engage directly with students to understand their individual needs and support behavioural improvement.
- Work in partnership with families to provide advice and guidance on behaviour management at home and school.
- Foster a safe, supportive environment where students feel able to discuss and address behavioural concerns.

### Strategic Leadership & Culture:

- Lead the development and implementation of whole-school initiatives that promote positive behaviour and a supportive learning environment.
- Collaborate with staff to ensure consistent and effective implementation of behaviour strategies.
- Use data and evidence to evaluate impact and adapt approaches to ensure continuous improvement.

### Data, Reporting & Record Keeping:

- Maintain accurate, secure, and confidential records of behaviour incidents, interventions, and outcomes in line with data protection requirements.
- Analyse behaviour data to inform policy, practice, and targeted interventions.
- Develop and share behaviour support plans in collaboration with colleagues, external professionals, and families where appropriate.

### Communication & Engagement:

- Establish and maintain clear communication channels with staff, students, families, and external agencies.
- Provide regular updates to senior leaders and governors on behaviour trends, incidents, and outcomes.
- Lead on significant parental meetings and consultations, working alongside senior colleagues where appropriate.
- Empower staff to take ownership of behaviour management while providing leadership and support in more complex situations.

### Safeguarding of students and Duty of Care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and



volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member's responsibility to be aware of the most up to date guidance documented in the [Keeping Children Safe in Education document \(Department of Education\)](#).

## Notes

The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the academy/business unit at the reasonable discretion of the Principal/Academies Director. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.





# Person Specification

As a Trust we seek to recruit talented individuals who can not only help to build the success of our academies but also people who are engaging and passionate about everything they do.

For the role of Behaviour Lead Teacher, we would expect candidates to demonstrate:

## Education & Qualifications

### Essential

- O'Level/ GCSE A-C pass grade/ new grade Level 4-9 in English, Mathematics and Science.
- A graduate in a relevant subject
- DfE recognised Qualified Teacher Status or equivalent
- Commitment to the well-being of all pupils, with up-to-date knowledge of and adherence to statutory safeguarding procedures and regulations.

## Knowledge & Understanding

### Essential

- A strong, up-to-date knowledge of the specific subject area;
- Excellent and current subject knowledge, including a thorough understanding of the relevant curriculum.

### Desirable

- Knowledge of the International Baccalaureate Middle Years Programme (if applicable to the Academy);
- Willingness to share knowledge and work collaboratively with colleagues and other academies;

## Experience

### Desirable

- Experience within a Special Educational Needs (SEN) setting;

## Skills & Attributes

### Desirable

- Personal impact and presence with all stakeholders;
- Ability to inspire and motivate support staff and students;
- Excellent interpersonal and communication skills;
- Passion for promoting an inclusive culture for all students;
- Passion for raising achievement and a solid understanding of what constitutes an outstanding school;
- Creative and innovative skills in finding new solutions;
- Strong relationships with students, parents, governors and other stakeholders;
- Passion for own continuous personal improvement and development;
- Professional integrity and respect for the opinions and circumstances of others;
- Abundant enthusiasm and energy;

- Ability to think respectfully and adapt well to change
- Resilience and the ability to maintain calm and consistent under pressure
- Reliability and ability to meet deadlines;
- Maintain a positive working attitude;
- Effective organisational skills;
- Excellent personal ICT skills.

*The post holder will also be expected to undertake any other tasks as reasonably required by the Principal or Governors to ensure the efficient and effective operation of the academy*



# Apply

We're delighted that you're considering joining Leigh Academies Trust. To apply for this opportunity, please submit your online application via the job advert on our [current vacancies page](#).

We recommend taking the time to review the job description and person specification in order to also tailor your application to show how your skills and experience align with the role.

You'll need to have the following ready when applying:

- Personal details/contact information
- An up-to-date CV and/or personal statement
- Employment and education history
- Contact details for a minimum of 2 references

## Join our Talent Network

If this is not quite the right opportunity for you, but you would like to stay in touch, you can join one of our Talent Networks today by [clicking here](#).

A member of the Recruitment Team will be in touch to help find the right role for you!

