



Behaviour Manager

Salary: Grade G £26,159 - £31,021 depending on experience, (reduced pro rata for term time working)

Contract: 37 hours per week, Term time plus 2 Inset Days (38.4 working weeks per year), 1-year fixed term contract with the view of making the role permanent at the end of the contract

Start Date: 1st September 2026

Make a difference every day

Wadebridge School is a thriving 11–16 secondary school at the heart of our community, where our CARE values of Community & Cooperation, Ambition & Achievement, Respect & Responsibility, and Endeavour & Enjoyment underpin everything we do. We are committed to creating a calm, inclusive and supportive environment where every student can thrive both academically and personally.

We are seeking a confident, resilient and highly organised Behaviour Manager to join our pastoral team. This is an exciting opportunity for an individual who is passionate about supporting young people, promoting positive behaviour and helping students successfully re-engage with learning.

About the role

As Behaviour Manager, you will oversee our internal behaviour support room, providing a calm, structured environment for students who have been removed from lessons following inappropriate behaviour. Your role will be to help students reflect on their actions, repair relationships and develop the strategies needed to return successfully to the classroom.

Working closely with teaching staff, Heads of Year, the SEND team, safeguarding staff and senior leaders, you will play a key role in ensuring high standards of behaviour while supporting the wellbeing and personal development of our students.

Key responsibilities

- Manage the day-to-day operation of the school's behaviour support room.
- Supervise and support students removed from lessons, ensuring they remain engaged in learning.
- Promote positive behaviour through restorative conversations and reflective practice.
- Work with students to identify barriers to learning and implement appropriate behaviour strategies.
- Liaise with teaching staff regarding student progress and reintegration into lessons.
- Maintain accurate behaviour records and contribute to monitoring and reporting.
- Communicate effectively with parents and carers where appropriate.



- Work collaboratively with pastoral, safeguarding and SEND teams to support students with additional needs.
- Contribute to the development of a positive school culture where all students feel safe, respected and able to succeed.

We are looking for someone who

- Has experience of working with young people, ideally within a secondary school or similar setting.
- Can remain calm, professional and resilient in challenging situations.
- Has excellent communication and interpersonal skills.
- Can build positive, respectful relationships with students, families and colleagues.
- Understands behaviour management strategies and restorative approaches.
- Is organised, flexible and able to prioritise effectively.
- Shares our commitment to inclusion, high expectations and ensuring every student has the opportunity to succeed.

We can offer

- A welcoming and supportive staff team.
 - Opportunities for professional development and training.
 - A school committed to staff wellbeing.
 - The opportunity to make a genuine difference to the lives of young people every day.
 - A beautiful North Cornwall location with a strong sense of community.
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Person Specification

Criteria	Essential	Desirable
Qualifications	Good standard of education, including GCSE (or equivalent) English and Mathematics at Grade C/4 or above.	Relevant qualification in education, youth work, behaviour support, safeguarding, counselling or a related field.
Experience	Experience of working with young people, ideally aged 11–16. Experience of managing	Experience of working within a secondary school. Experience of



	challenging behaviour in a professional setting. Experience of working collaboratively as part of a wider team.	supporting students with SEND, SEMH or additional needs. Experience of working with families and external agencies. Experience of using behaviour management systems such as Arbor, SIMS, ClassCharts etc.
Knowledge	Understanding of effective behaviour management strategies. Knowledge of safeguarding responsibilities and child protection procedures. Understanding of restorative approaches and positive behaviour support. Awareness of equality, diversity and inclusion within an educational setting.	Knowledge of current educational guidance relating to behaviour, attendance and student wellbeing. Understanding of trauma-informed practice and adolescent development.
Skills and Abilities	Ability to build positive, professional relationships with young people while maintaining clear boundaries. Excellent communication and interpersonal skills. Ability to remain calm, resilient and solution-focused in challenging situations. Strong organisational skills with the ability to prioritise workload effectively. Ability to maintain accurate records and produce clear reports. Competent IT skills, including Microsoft Office and school management systems. Ability to work independently and use initiative while contributing effectively as part of a team.	Ability to deliver restorative conversations, mentoring or behaviour intervention programmes. Experience of analysing behaviour data to identify patterns and inform interventions.
Personal Qualities	A genuine commitment to improving outcomes for young people. High expectations of behaviour, conduct and achievement. Empathetic, patient and approachable, with the confidence to challenge inappropriate behaviour respectfully. Professional, reliable and trustworthy. Flexible and adaptable in response to the changing needs of the school.	Enthusiasm for contributing to the wider life of the school community.



	Commitment to maintaining confidentiality and acting with integrity at all times.	
Commitment to the School	Commitment to safeguarding and promoting the welfare of children and young people. Commitment to the school's CARE values of Community & Cooperation, Ambition & Achievement, Respect & Responsibility, and Endeavour & Enjoyment. Commitment to continuous professional development and reflective practice. Willingness to undertake relevant training, including safeguarding, behaviour management and first aid if required.	

How to Apply:

To apply, please complete the non-teaching application form and return to jbrown@wadebridge.cornwall.sch.uk form by midnight on Sunday 26th July 2026

 **Closing date:** Midnight on Sunday 26th July 2026

 **Interview Date:** To be confirmed

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The school is committed to safeguarding children, and the successful applicant will be required to provide an enhanced **DBS disclosure**. All shortlisted candidates will be subject to appropriate **online/social media searches**.