



GLOUCESTER
ACADEMY



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Proud to be part of the

GREENSHAW
LEARNING TRUST

RECRUITMENT PACK

Gloucester Academy
Painswick Road,
Gloucester,
GL4 6RN



Telephone: 01452 428800

Email: info@gloucesteracademy.co.uk

Dear candidate

Thank you for your interest in the role of Behaviour Supervisor at Gloucester Academy. We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

Gloucester Academy ensures that students and staff can develop and learn in a disruption free environment with exceptional standards. Our school is dedicated to the achievement of all and as such we provide exceptional training and education not only for our students but also for our staff whom we value equally.

Gloucester Academy has an exceptional track record of improvement with results last year making us the 11th most improved school in the country. In our latest Ofsted inspection Gloucester Academy achieved Outstanding in Personal Development and Good in every other category putting it above the vast majority of schools in the area. Our Ofsted result is a testament to the dedication of all staff in the school, the students and the support of the community. Gloucester Academy is an exceptional and incredibly successful school and is looking for like minded individuals who are committed to making a difference.

We are based in central Gloucester which in itself is in a beautiful area of the country and provides access to the Cotswolds whilst maintaining close proximity to Bristol and Cheltenham. The area we serve is diverse, and therefore our catchment and students offer a range of expectations and exciting challenges. At Gloucester Academy we make a real difference to the lives of all we serve.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently comprise of thirty seven schools: eleven in South London, seven in Berkshire, one in Surrey, fifteen in Gloucestershire and South Gloucestershire, and three in Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve. To get a feel of life at Greenshaw Learning Trust, please download our ['Why you should work for GLT'](#) recruitment brochure on our jobs portal.

Gloucester Academy is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school website provides a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our School HR Manager, Christine Osment: cosment@gloucesteracademy.co.uk. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Yours sincerely

Phillipa Lewis, Headteacher

ABOUT OUR SCHOOL

At Gloucester Academy, we have built our ethos on a strong set of core values which underpin everything that we do. Our aim is to give students at Gloucester Academy a better chance of success than if they attended any other school in the country.

Ambition, excellence and pride run through all aspects of school life.

Ambition

We have a strong desire and determination to achieve success. We believe there are no limits to what can be achieved. We do what it takes for as long as it takes. In other words, we go for it every day!

Excellence

We strive for greatness in everything we set our minds to. We endeavour to do our very best and excel in all aspects of school life.

Pride

We are 'fiercely' proud of ourselves, our school, our community and our Trust. We hold our heads high and feel a sense of togetherness and joy in our school.

GREENSHAW LEARNING TRUST EMPLOYEE BENEFITS

The GLT recognises that our employees are our most important asset, and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- A supportive ethos and concern for the well-being of all colleagues
- Excellent CPD opportunities and career progression
- Employer contributions to Local Government (LGPS) or Teachers Pension Scheme
- Access to Blue Light Card Scheme
- Access to Teacher Art Pass Scheme (teaching staff only)
- Cycle to Work scheme
- Gym membership scheme
- Employee Assistance Programme
- Free eye tests
- Car benefit scheme
- My Health discounts

TERMS AND CONDITIONS

SALARY

Salary calculated in line with support staff pay scales. Grade G, Points 14-25 (£28,624-£35,235) FTE, (£24,685 - £30,774) Actual Salary.

HOURS OF WORK

Hours of work are Monday to Friday, 36 hours per week. This is a permanent position, working Term Time, Plus INSET Days.

PLACE OF WORK

Gloucester Academy, Painswick Road, Gloucester, GL4 6RN.

PENSION SCHEME

Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Local Government Pension Scheme (LGPS) or a Personal Pension Scheme. Details of the Local Government Pension Scheme are available at: <https://www.lgpsmember.org>

HOLIDAY ENTITLEMENT

The postholder will be paid an enhancement for holiday pay, which is included in the salary details above

PROBATION PERIOD

New employees are required to complete a six-month probationary period.

STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

JOB DESCRIPTION

Post:	Behaviour Supervisor
Responsible to:	Senior Behaviour Lead
Responsible for:	N/A

ROLE OVERVIEW

The Behaviour Supervisor role is an exciting addition to the Gloucester Academy team. You will work with colleagues and parents/carers, in partnership, to support sustaining and improving the behaviour of young people at Gloucester Academy.

The behaviour and pastoral team embody our values and ethos, they ensure that children can access all lessons and that teachers can teach. They work closely with families, external agencies, children and professionals to ensure that every child can climb their own personal mountains to the very best universities in the country or careers of their choosing.

We will support you by:

- Providing line management with an expert in children's behaviour and school systems
- Providing regular professional development
- Signposting external courses
- Working with an exceptionally supportive and visible senior team
- Committing to ensuring that you always have the right level of support and challenge to do your job successfully.

The duties and responsibilities in this job description are not restrictive and you may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

MAIN DUTIES AND RESPONSIBILITIES

Under the direction of the Senior Behaviour Lead

- Oversee the internal exclusion room (RFL), ensuring it runs smoothly, safely, and in accordance with the school's behaviour policies.
- Help ready the RFL room at the beginning and end of the day.
- Ensure that students in RFL are completing their work and remaining engaged in their learning during their time away from lessons.
- Maintain a calm, structured, and positive environment that prepares students to be 'ready to learn' upon leaving.
- Leading detentions, providing support to students in understanding the impact of their behaviour, and guiding them towards positive behavioral changes.
- Provide support for students who are placed in RFL, ensuring they understand the reason for their placement and helping them reflect on their behaviour.

- Facilitate restore conversations with students to address the causes of misbehaviour and help them understand the impact of their actions.
- Liaise with the pastoral team, and senior leadership to monitor students' progress in RFL and provide feedback on their behaviour and reintegration.
- Regularly report on the status of students in RFL, including academic progress, behavioural issues, and any additional needs.
- Ensure that all records of students in RFL are kept up to date, including attendance, work completion, and incidents of misbehaviour.

SUPPORT STAFF COMMUNICATION

- Liaise with the Senior Leadership, Shared Services staff, parents and the wider community, dealing with immediate issues, as appropriate.
- To keep abreast of any long-term projects for the school.
- Expected that the postholder would work additional hours during an Ofsted inspection which may mean weekend working as well.

STAFF DEVELOPMENT

- To continue personal development in the relevant areas.
- To engage actively in the Performance Management process.
- To participate in whole school professional learning programmes.
- To take part in the staff development programme by participating in arrangements for further training and professional development.

COMMUNICATIONS, MARKETING AND LIAISON

- To communicate effectively with the parents of students as appropriate
- Where appropriate, to communicate and cooperate with persons or bodies outside the school.
- To follow agreed policies for communications in the school
- To take part in marketing and liaison activities such as Open Evenings, Academic Review Days, liaison events with partner schools, etc.

SAFEGUARDING

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school.
- Comply with the school's Safeguarding Policy to ensure the welfare of children and young persons.
- Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples, within their application.

	Essential	Desirable
Qualifications and training		
GCSE A*-C / 9 - 4 (or equivalent) in English and Maths	x	
Experience of working with young people in an educational setting or other setting such as youth clubs or any other voluntary setting involving young people	x	
Willingness to undertake further CPD.	x	
Experience of using Bromcom or other relevant MIS		x
Evidence of wider professional development		x
Further qualifications or training relevant to the role		x
Previous experience of working with educationally disengaged pupils and families.		x
Experience of running an internal exclusion room within a school.		x
Skills and experience		
Experience in Pastoral / Behaviour support or relevant work with young people in one of a range of fields such as education, youth work, health and social work.	x	
Experience of supporting vulnerable children and awareness of relevant legislation.	x	
Commitment to establishing high and rigorous standards of discipline.	x	
Able to demonstrate empathy; to be supportive, patient and caring and be able to manage potentially volatile situations.	x	
A belief that all children are capable of academic success and attending the best universities in the country or careers of their choosing.	x	
Able to demonstrate a commitment to school improvement and raising achievement for all students.	x	
Resilience and the ability to start every day as a new day.	x	
Able to work as a member of a team and liaise effectively with others.	x	
Able to maintain a consistently positive approach and give constructive feedback.	x	
Able to adapt to changing role requirements.	x	
Able to keep accurate written records and assist with monitoring and evaluation.	x	

Ability to build positive working relationships with colleagues, members of the public and other relevant stakeholders.	x	
Demonstrate a proven ability to communicate effectively including report writing and presentation skills, with the ability to present findings in a clear and concise format.	x	
Able to support the implementation of the school's Behaviour Policy.	x	
Able to maintain confidentiality and data security.	x	
Professional curiosity into the analysis of student behaviour.		x
Having a preventative approach to behaviour management as opposed to reactive.		x
Personal attributes		
Able to establish good working relationships with a wide range of people - students, colleagues and parents	x	
A willingness to become involved in all aspects of school life	x	
Committed to the safeguarding of children	x	

THE RECRUITMENT PROCESS

APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than 11.59pm on Sunday 15th June 2025. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

INTERVIEW PROCESS

Interviews will be held on Friday 20th June 2025. Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

TAKING UP POST

The successful applicant will take up the post on 1st September 2025 or sooner if possible.



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