



Phoenix School

BEHAVIOUR SUPPORT ASSISTANT

Scale 5 or Scale 6 Dependent on Experience | January 2026 Start

Scale 5 Pro-rata Actual Salary £29,818 - £31,149

Scale 6 Pro-rata Actual Salary Scale 6 £33,142 - £34,138

Permanent | Term-Time Only | 35 Hours Per Week 8:45am-3.30pm including one evening until 5pm & one evening until 4pm

We are currently looking to appoint a Behaviour Support Assistant who will work across the secondary and sixth form department. Candidates should have experience of working with autistic pupils with a range of sensory and communication needs, in an SEN setting. Candidates must have an understanding of positive behaviour and de-escalation strategies, and have a track record of implementing strategies to support dysregulated behaviour.

Split over three main sites with additional Satellite provisions, Phoenix supports young people aged between 3 and 19. We are an award-winning and “Outstanding” school (Ofsted, Nov 2018) accredited through the National Autistic Society and praised for our creative approaches. We are committed to safeguarding and promoting the welfare of our young people.

The Role

- To work with the Assistant Head: Pastoral and Staff Development across a range of classes in Upper to implement interventions, following an agreed daily timetable
- To respond to incidents of behaviours that challenge, providing support for the team and physical intervention when needed, in line with the whole school behaviour policy.
- To support class teams to analyse and problem-solve behaviours that impact on learning.
- To plan and implement specific strategies from the school behaviour policy, including Team Teach and SCERTS
- To support with OT and sensory strategies and programmes in the classroom and the therapy rooms
- Support class teams with implementing and reviewing behaviour support plans and effective Green Zone strategies.
- To plan, deliver and record 1:1 and small group interventions to support emotional well-being and behaviour for learning.
- To support training sessions or behaviour workshops.
- To work with the Assistant Head: Pastoral and Staff Development as part of the school’s multi-disciplinary approach to positive behaviour support and interventions

Our offer

The school will provide training in positive behaviour approaches, including TEAM TEACH. There will be a bespoke training offer for the successful candidate which will cover communication, sensory needs and emotional regulation.

The post would suit an energetic and creative professional who is looking to make a difference to the lives of autistic young people who have complex needs as well as furthering their own professional development.

How to apply:

The application form can be found on the school website - www.phoenix.towerhamlets.sch.uk and TES.

Please return completed application form to: recruitment@phoenix.towerhamlets.sch.uk – CVs not accepted

Closing Date: 9am, 10th November 2025

Shortlisting Date: 10th & 11th November 2025

Interviews & Assessment Date: 18th November 2025

It will not be possible to re-arrange these dates. If you are intending to apply, please ensure you are available to attend for an interview.

If you would like to discuss the post or visit, please contact

Alix Bevington: alix.bevington@phoenix.towerhamlets.sch.uk

Our school is committed to safeguarding and promoting the welfare of children, young people, and staff. The successful candidate will require an enhanced DBS clearance. We welcome applications from suitably skilled candidates regardless of ethnicity, gender, disability, sexuality, religion or age.

Community | Respect | Engagement | Aspiration | Trust | Equality