



**TAME RIVER
EDUCATIONAL
TRUST**

Behaviour Support Assistant – Hyde High School

Candidate Information Pack

**Great schools in which to learn, teach and belong.
Welcome to Tame River Educational Trust**

Dear Candidate

Thank you for your interest in the post of Behaviour Support Assistant with Tame River Educational Trust.

Tame River Educational Trust was established in 2022, with Tameside and Clarendon Sixth Form College as our sponsor. We grew from our desire to make a significant difference to the school days and life-chances of all our young people, including and especially young people who have fewer socio-economic or prior educational advantages.

Our mission is to establish great schools in which to learn, teach and belong. Schools which promote learning, develop character, value diversity and build cultural capital. By the age of 16 we aim for every student to progress to suitably challenging post-16 studies and apprenticeships.

Each of our schools is committed to academic rigour, a spirit of enquiry, talent and character development and providing our students with a significant educational dividend.

The Trust is currently comprised of three academies: Droylsden Academy, Hyde High School and Mossley Hollins High School.

As a Trust we do so much more, and we are growing! We are an ambitious Trust in which to study and work. All our members of staff, both teaching and support staff, are dedicated, committed professionals.

We recognise that our staff are our greatest asset and our Talent and HR strategy places people at the heart of our work.

If, after reading everything about us, this sounds like a Trust you would like to work for, we would very much welcome an application from you.



Phil Wilson
Chief Executive Officer

An Introduction to our Trust Schools



Droylsden Academy

Headteacher

Mr E Mayell

Droylsden Academy is an 11-16 Co-Educational Academy in Tameside, Greater Manchester. The Academy is currently rated 'Good' by Ofsted and serves over 900 students. The school is heavily over-subscribed and has an impressive modern building. Our staff are driven by the belief that every child should go to a great school and we believe that every child can become a great learner through politeness, hard work and honesty.

We believe that success should be measured by both academic progress and by one's contribution to our community and wider society.

Mossley Hollins High School

Headteacher

Mrs A Din

Mossley Hollins High School is an 11-16 Co-Educational Academy in Tameside, Greater Manchester. The school is currently rated 'Good' by Ofsted and serves over 900 students. The school is heavily over-subscribed and has an impressive modern building. We are a happy, academically ambitious and inclusive school and we are passionate about learning. At the heart of everything we do are our deeply held values of manners, hard work and honesty.

We believe that success should be measured both by academic progress and achievement, and also by one's personal and social development and one's contribution to our community and to society.

Hyde High School

Headteacher

Ms G Arnold

Hyde High School is an 11-16 Co-Educational Academy in Tameside, Greater Manchester. The school serves over 1200 students, is heavily over-subscribed and has an impressive modern building. We provide an engaging and inspiring educational experience that instils in our students a lifelong love of learning and respect for themselves, our community and our environment. A place where warmth, high expectations and strong values are prevalent in everything we do. A learning environment where every student can thrive and belong. Our work is under-pinned by a clear set of values **Ready, Respectful and Safe.**

We are rooted in our community, and we celebrate the diversity and uniqueness of everyone. We know that a successful school depends on a strong partnership between school and home and this shared approach is key to the individual success and happiness of every student.





Application Procedure

For a confidential discussion on current vacancies please contact the HR Team at HR@Hydehighschool.uk

To apply for the role please complete the application form – available to download from our website and return it to HR@Hydehighschool.uk

In compliance with Safer Recruitment Guidelines, CVs will not be accepted.

Advertised: 17th June 2026 Closing date for Applications: 26th June at 09:00

Interview Date: Will be held as soon as possible after the closing date, following shortlisting.

Shortlisted candidates will be contacted with details of the interview process. If you have not heard from us within 5 days of the closing date, please assume your application has been unsuccessful, on this occasion.

Safer Recruitment

The Tame River Educational Trust is an equal opportunities employer and welcomes applications from all sectors of the community. We are committed to protecting our students and staff and therefore have a rigorous recruitment process which includes assessing candidates' suitability to work with children. All staff will be required to hold an enhanced DBS Disclosure, with Children's Barred List Check.

Equal Opportunities

The Tame River Educational Trust believes that all individuals are of equal value and we are committed to equal opportunities for all. All people who work and study in our schools have the right to be respected and valued within a safe and secure environment and not to be discriminated against on the grounds of age, class, sex, race, disability, sexual orientation, religion or belief.

Tame River Educational Trust and all its schools are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.



Job description The Tame River Educational Trust and its schools are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.	
Job Title:	Behaviour Support Assistant
Reporting to:	Pastoral Operations Manager
Hours & Salary	Support Staff Scale, Grade F. SCP 17 – 23 Actual salary £26,682 - £28,984 (£31,022 - £33,699 Full-time equivalent) Job type: Permanent, term-time only. Hours: 36 hours per week, working 08:00 – 15:45 Monday to Thursday, and 08:00 – 15:30 on a Friday.
Role Overview	<p>The Behaviour Support Assistant plays a key role in promoting a positive, safe, and inclusive learning environment by supporting the consistent implementation of the school's behaviour policy. Working as part of the pastoral team, the role involves responding to behaviour incidents, coordinating support, and proactively identifying potential issues to minimise disruption to learning.</p> <p>The post holder will work closely with teaching and pastoral staff to support effective behaviour management, providing guidance, coaching, and practical intervention where required. They will maintain a visible presence around the school, reinforcing high expectations and promoting positive pupil conduct.</p> <p>This job description is written at a specific time and is subject to change as the demands of the Trust and school and the role develops. The role requires flexibility and adaptability, and all employees need to be aware that they may be asked to perform tasks and be given responsibilities not detailed in this job description.</p>
Child Protection and Safeguarding:	The successful candidate must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. It is the post holder's responsibility for promoting and safeguarding the welfare of children. You will comply with Child Protection and Safeguarding Policies, and the requirement to report to the Designated Safeguarding Lead any concerns relating to the safety or welfare of children.
Main duties and responsibilities:	As a Behaviour Support Assistant, you are expected to: Behaviour Management <ul style="list-style-type: none">• Provide primary support for the school's on-call behaviour system, ensuring consistent and effective responses to incidents.



- Respond promptly to incidents, delivering appropriate behaviour interventions in collaboration with Heads of Year.
- Work as part of the on-call team within the designated on-call room, monitoring CCTV, radio communications, and systems such as Go4Schools to support the coordination and deployment of staff in response to behaviour incidents.
- Proactively identify potential behaviour “hot spots” ahead of each period by analysing a range of factors, including staff absence, supply cover, patterns from previous incidents, and awareness of pupils requiring additional support, and plan staff deployment accordingly.
- Cover the school’s ‘Reset’ function when required.
- Investigate incidents and implement the school’s behaviour policy fairly and consistently.
- Ensure the consistent implementation of the school’s behaviour policy, supporting teaching staff with behaviour management through guidance, coaching, and advice where appropriate.
- Intervene effectively to challenge bullying, discrimination, and inappropriate behaviour, promoting equality, diversity, and inclusion.
- Support staff in identifying and implementing effective strategies for managing challenging behaviour in individual pupils.
- Maintain a visible presence around the school to promote positive behaviour and attitudes.
- Consistently uphold high expectations for behaviour, conduct, and school uniform.
- Promote a positive culture that recognises and celebrates pupil achievement and behaviour.

General Duties

- Undertake supervisory duties, including the start and end of the school day, breaktimes, and lunchtimes.
- Participate in the First Aid rota (training provided).
- Support the wider ethos and daily running of the school.
- Carry out any other reasonable duties appropriate to the role as directed by the Headteacher.

As a member of staff, you are expected:

1. To safeguard all students, promoting their safety, health, and welfare in accordance with school policy, both on the school premises and on school activities elsewhere
2. To follow and uphold all school policies and be an excellent ambassador for the Trust and Name Academy
3. To have a responsible and diplomatic approach to matters of a confidential nature
4. To ensure awareness of what is happening in and around the school; checking and responding, where necessary, to school emails regularly and at least once every school day
5. To develop yourself through engaging with CPD, including ICT training, in order to maximise effective use of all school systems



	<p>6. To undertake any other duties that might be reasonably requested, by the Headteacher, Curriculum Leader, Line Manager, or any other member of the senior leadership team (School to amend/add/delete as required). Any request will correspond with the general character of the post and are commensurate with the level of responsibility.</p>
Health and Safety:	<p>The post holder must, at all times, work within the requirement of the Health and Safety at Work Act 1974, current Health and Safety legislation and the School's and LEA's policies and procedures. The postholder is responsible for their own Health and Safety, as well as that of their colleagues.</p> <p>All Trust schools are non-smoking sites.</p>
General:	<p>This job description may be reviewed at the end of each academic year or earlier if necessary. In addition, it may be amended at any time in consultation with the post holder. The post holder will be expected to participate in the Academy's appraisal programme and to participate in appropriate staff training and development activities.</p>

Person Specification			
	Essential	Desirable	Method of assessment
Qualifications	<ul style="list-style-type: none"> ● GCSE in both Mathematics and English, or equivalencies. 	<ul style="list-style-type: none"> ● Trained in First Aid. 	<ul style="list-style-type: none"> ● Production of the applicant's original certificates.
Experience	<ul style="list-style-type: none"> ● Experience of working in a school or college environment. ● Experience of using computer software, including word processing, databases, spreadsheets, and Management Information Systems. ● Understanding of and ability to interpret data relevant to pupils' progress. ● Experience and knowledge of effective strategies for working with challenging behaviours. ● Experience of parental engagement relevant to the role. ● Experience of conflict resolution involving pupils and families. ● Experience of dealing with a variety of colleagues and other stakeholders within a work setting. 		<ul style="list-style-type: none"> ● Contents of the application form. ● Interview. ● Professional references.
Skills and Knowledge	<ul style="list-style-type: none"> ● Able to motivate pupils and provide strategies to overcome barriers to learning. ● Versatile and possessing excellent organisational and administrative skills. ● Able to communicate in a confident and confidential manner with all stakeholders. ● Able to demonstrate a high level of resilience when 		<ul style="list-style-type: none"> ● Contents of the application form. ● Interview. ● Professional references.



	working in a pressured environment.		
Personal competencies and qualities	<ul style="list-style-type: none"> ● Passion for helping children and young people learn. ● Trustworthiness and integrity. ● Ability to form and maintain appropriate relationships and personal boundaries with children and young people. ● Ability to engender confidence in young people. ● A warm, friendly, and patient manner. ● Ability to build positive relationships with all students that allow them to achieve their highest potential. ● Discipline and time management skills ● A belief in the value of others. ● A willingness to learn new skills and approaches and to share experiences with others. ● A sense of humour. 		<ul style="list-style-type: none"> ● Contents of the application form. ● Interview. ● Professional references.

Employee Acknowledgement

I have received a copy of my job description.

I have read and understand the duties of my job.

I confirm that I can fulfil the requirements of the role of Behaviour Support Assistant.

Signed:

Date:



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