

Start date January 2027

This is a Term time only, full time, permanent position within our school.

Be part of our future!

This is an exciting opportunity to work with a hard-working and dedicated staff and wonderful children who live our **school motto of; Aim high... Work hard... Be kind...**

We are looking for an enthusiastic, skilled and committed Behaviour Support Practitioner to be part of our commitment to achieving excellence. We are a four form entry primary school with a pre-school. William Harding is resourced well to drive forward teaching and learning.

We are a welcoming, inclusive community with a diverse mix of pupils which includes an Additional Resourced Provision for pupils with Speech and Language needs and Physical Disabilities. We pride ourselves on our sense of belonging and strong relationships in our school community.

William Harding has a clear vision led by an experienced and ambitious leadership team. Staff are committed to raising standards and there is a strong emphasis on staff wellbeing and teamwork. We have well behaved children who are keen to learn.

Why Work at William Harding?

As a 4-form entry school, all of our teachers work in teams of 4 teachers, one of whom is the Year Lead who works to support the class teachers. Our Curriculum at William Harding is based on schemes to support with workload.

The SLT take wellbeing and workload very seriously and this is clear in the work they do towards supporting staff. More information can be found here <https://www.williamhardingschool.co.uk/staffwellbeing>

We pride ourselves on our wellbeing offer at William Harding and it is our mission to support the workload and wellbeing of all staff. Some of the things we offer include;

- Workload and wellbeing committee to raise wellbeing ideas
- Workload and wellbeing trials to test ideas before rolling out across the school
- Open door policy with line managers, ELT and SLT
- Onsite counsellors
- External support including EAP
- Wellbeing focus and opportunities in training and staff meetings
- Wellbeing focus as part of staff appraisals
- Wellbeing afternoons each term
- A team of Mental Health First Aiders to support and signpost staff members as needed

Other staff to support you

- Each year group has a Lead Teaching Assistant who will line manage teaching assistants and support the boosting of pupils' outcomes.
- The FLO (Family Liaison Officer) team are around to support with children's pastoral needs as well as our School Counsellor
- The SEN team offer support and guidance and work with pupils
- The ELT (Extended Leadership Team) work across Year groups to support the team
- The Support Administrator will liaise with parents on your behalf, support you with admin and lead on organising trips
- The Inclusion and Community AHT can also support with behaviour, parents and events

Our School Values are: Inclusion, Perseverance, Honesty, Respect, Responsibility and Collaboration.



The successful applicant will demonstrate:

- A commitment to supporting pupils with behavioural, social and emotional needs
- The ability to respond calmly and confidently to high-level behaviour incidents and support de-escalation
- A sound understanding of behaviour, emotional regulation and effective support strategies
- The initiative to develop proactive interventions and promote positive pupil wellbeing
- A commitment to inclusion, high expectations and helping all pupils succeed
- The ability to build positive relationships and work collaboratively with pupils, staff, families and external professionals

In return we can offer:

- A highly supportive team, committed to raising standards in a welcoming environment
- A school with a clear vision for the future
- Well behaved and responsive children who enjoy learning
- A well-resourced school and stimulating environment
- A strong emphasis on staff wellbeing and teamwork
- Opportunities for professional development

Salary grade: Bucks Pay Range 2 £26,522 - £28,742 FTE (Actual starting salary £21,945.44)

37 hours per week 8.30am – 4.30pm 4 days / week and 8.30am – 4.00pm 1 day /per week

38 weeks per year (term time only)

Please see Job description/Person specification for more information.

Visits to the school are warmly welcome. Please contact recruitment@williamharding.school to arrange a visit or to find out more about the role. We would also suggest that you look at our website for information about our school.

Application forms can be found on the school website. These should be completed online and sent via e-mail to recruitment@williamharding.school

Closing date: 18/12/26

Interviews will be scheduled according to applications that are received.

Safeguarding Statement

William Harding School is committed to safeguarding and promoting the welfare of its pupils and expects all staff and volunteers to share this commitment. All successful candidates will be subject to a disclosure of criminal records at an enhanced level. Any offer of employment, or agreement to volunteer, is subject to receipt of satisfactory references and DBS checks.

In line with Keeping Children Safe in Education 2026, online searches will be carried out on all shortlisted candidates. The search is not part of the shortlisting process itself, and candidates will have a chance to address any issues of concern that come up during the search at interview.

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