



**THE
HAYLING
COLLEGE**

Happy, Healthy, High Performing

Behaviour Support Worker

Vacancy



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Dear Applicant

Thank you for your interest in the Behaviour Support Worker position at The Hayling College. This is a rewarding opportunity to join a compassionate and proactive pastoral team at a school where relationships, inclusion, and student well-being are at the heart of everything we do.

Located on the beautiful south coast of Hampshire, The Hayling College is a small secondary school with a big vision. We serve around 545 students aged 11–16 and are proud to be an award-winning, inclusive, and forward-thinking school. Our staff are dedicated, our community is close-knit, and our expectations for every student are high.

In this pivotal role, you will work directly with students, staff, and families to promote positive behaviour and help young people overcome barriers to learning. We are looking for someone who can stay calm under pressure, build strong relationships, and approach challenges with empathy, consistency, and determination. Whether you're experienced in pastoral support or looking to build your career in student welfare, we want to hear from you.

As our new Behaviour Support Worker, you will:

- Help implement our behaviour policy across all year groups
- Respond to incidents using restorative approaches and de-escalation strategies
- Mentor students and support their reintegration after absences or suspensions
- Liaise with families and external agencies to provide joined-up support
- Maintain accurate records and contribute to individual support plans
- Provide a safe, respectful environment in reflection spaces or isolation areas

At The Hayling College, we value and invest in our staff. You will benefit from:

- A warm, inclusive school culture where everyone is valued and supported
- Ongoing training and professional development, tailored to your career path
- Access to a generous staff well-being package, including healthcare support, flexible working opportunities, and a comprehensive benefits platform
- A team who are passionate about making a real difference in young people's lives

If you are resilient, caring, and committed to helping students succeed, we warmly encourage you to apply. We welcome applicants from a range of backgrounds and are happy to support you with the training and guidance you need to thrive in this role.

If you'd like to arrange a visit, speak with our team, or have an informal chat about the role, please don't hesitate to contact tasha.breading@hayling.hants.sch.uk. Sometimes the most important conversations start with a simple hello.

Thank you again for your interest. We look forward to the possibility of welcoming you to our team.

Martyn Reah, Headteacher



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Behaviour Support Worker

Information for applicants

- **Hours of work:** 37 per week (Monday to Thursday 8am to 4pm, Friday 8am to 3.30pm),
- **Salary Details:** EHCC Grade C: FTE £25,186
- **Closing date:** Applicants will be invited to interview upon receipt of a successful application
- **Interview date:** To be confirmed
- **Job Start Date:** To be confirmed
- **Contract/Hours:** Permanent, Full-time / Part Time, Term Time Only
- **Location of Role:** The Hayling College

In addition to a competitive salary, The Hayling College offers a range of benefits healthcare support, a golden ticket, sick pay, a pension, and free membership to our staff benefits scheme.

If you wish to apply, please return the fully completed Support Staff application form on our website and Equalities Monitoring Form.

Emailed applications are acceptable by email to tasha.breading@hayling.hants.sch.uk or by post to:

The Hayling College
Church Road
Hayling Island
Hampshire
PO11 0NU

Please do not hesitate to contact Tasha Breading for further information. (Please note only fully completed Hampshire application forms will be considered).

Unfortunately, unsuccessful applications cannot be acknowledged, and feedback will only be available to those unsuccessful at interview. But I would like to thank you for your interest in this post and wish you every success in your future career.

The Hayling College is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.



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Join Our Team – Behaviour Support Worker

Are you passionate about making a real difference in young people's lives? Do you have the resilience, compassion, and initiative to support students through their challenges and celebrate their progress? If so, we want to hear from you.

We are a small secondary school with a big vision—serving around 545 students aged 11–16, and proud to be an award-winning, inclusive, and forward-thinking place to learn and work. We are seeking a **Behaviour Support Worker** to join our dedicated pastoral team. In this vital role, you'll be at the heart of promoting positive behaviour and helping students overcome barriers to learning, ensuring every child has the opportunity to thrive.

What You'll Do:

- Support the implementation of our behaviour policy across all year groups
- Respond to behaviour incidents using restorative and de-escalation strategies
- Mentor students to improve behaviour, engagement, and self-confidence
- Work closely with staff, parents/carers, and external agencies
- Manage reflection spaces or isolation rooms with empathy and consistency
- Contribute to behaviour support plans and student reintegration following suspensions or absences

What We're Looking For:

- Experience working with young people, ideally in schools or pastoral care
- A calm, empathetic approach and strong communication skills
- An understanding of behaviour as communication and a belief in second chances
- A commitment to safeguarding (training provided)

Why Join The Hayling College?

- A warm, inclusive school culture where every team member is valued
- Opportunities for training and professional development
- A passionate team committed to student well-being and growth
- Access to staff well-being and mental health support initiatives; enjoy flexible working, a generous pension scheme, and free access to our staff benefits platform.

If you're ready to make a meaningful impact every day, apply now to be part of a team that believes in the potential of every student.