

Behaviour Support Worker and Deputy Designated Safeguarding Lead

Location	Woodlands Primary School (Sheffield)
Salary	Grade 6 £32,115 - £36,124 FTE
Actual Salary	£27,623 - £31,071 (with under five years' service)
Contract term	37 hours, 39 weeks, permanent
Responsible to	Headteacher
Start date	As soon as possible
Closing date	Midnight Sunday 16 March 2025

Mercia Learning Trust

Mercia Learning Trust is a successful partnership of four primary and three secondary schools located in the south-west of Sheffield. Established in 2012, with one secondary school, our trust has grown to serving over 5000 pupils, with 650 staff.

Why do we exist?

- To empower everyone in our communities, especially the most disadvantaged, to succeed.

How do we behave?

- We are kind - showing care and supporting each other.
- We have integrity - doing the right thing and always putting children first.
- We work with diligence - overcoming obstacles and having no excuses.

What do we do?

- We run schools that focus on academic excellence, cultural capital and the development of character.

How will we succeed?

- A culture of excellence – high standards shaped by clarity, not control.
- Academic focus – empowering all children through an exceptional curriculum.
- Purposeful collaboration – relationships built on trust, reducing sub-optimisation and driving collective success.

Our staff are a crucial part of our trust, just like our pupils. We are devoted to recruiting, training, retaining and taking good care of our highly skilled and dedicated team.

Woodlands Primary School

Woodlands Primary School is a 2-form entry primary and nursery for children aged 2-11 in the vibrant South Sheffield community of Gleadless Valley. This popular and over-subscribed school has around 500 pupils. In February 2022, Ofsted graded our school as strongly Good.

If you share our belief in high expectations for all children, possess resilience and a strong work ethic, we would love to hear from you.

Woodlands Primary School is a part of Mercia Learning Trust, a successful partnership of four primary and three secondary schools located in the south-west of Sheffield. Established in 2012, with one secondary school, our trust has grown to serve over 5000 pupils, with 650 staff.

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The role

Woodlands Primary School has an exciting opportunity for an ambitious, talented and caring individual to join our team as a Behaviour Support Worker and Deputy Designated Safeguarding Lead. As a behaviour support worker you will use holistic strategies in classrooms and work alongside children in crisis.

At Woodlands, we are committed to proactively supporting our pupils, and this role will be instrumental in leading the development of effective behaviour interventions. As a key member of our highly skilled and dedicated inclusion team, you will work collaboratively with pupils, staff, and families to develop positive relationships built on trust and respect.

This role involves direct engagement with pupils to empower them in achieving success, as well as working alongside staff to strengthen their ability to support children. Additionally, to ensure a holistic approach to pupil wellbeing, you will serve as part of our experienced safeguarding team as the Deputy Designated Safeguarding Lead.

The candidate

This is a great opportunity for someone who has been working in education or with young people and would like to explore a role within a school that will develop a wider skill set. The candidate will be keen to build strong relationships with the children and in turn understand behavioural motivators. They will understand that all behaviour is communication and will show emotional availability to help the children find solutions to their worries.

As part of this role you will need to be an effective listener and communicator, patient and will understand the importance of both nurturing strategies coupled with high expectations and boundaries.

Job description

Purpose

To empower everyone in our community, especially the most disadvantaged, to be successful.

Key responsibilities

- Assess the needs of pupils and identify those most in need of help to overcome barriers to learning, making sure these pupils have individual behaviour plans.
- Coach, mentor and empower pupils to be able to make informed choices about their own learning, behaviour and attendance, and to understand the links between these.
- Plan, deliver and evaluate the impact of activities used directly with pupils to support their behaviour, including one-to-one, small group and/or whole-class support.
- Coach, support and train staff to implement behaviour interventions and appropriate strategies in class, and work with staff to adapt interventions to their classroom environment.
- Support staff in managing behaviour, deescalating children and carrying out post incident learning.
- Respond to behaviour logs ensuring incidents are followed up on and parents are involved.
- Plan and promote strategies to encourage positive attitudes and behaviour across the school.
- Support the reintegration of disaffected pupils and those who have been absent due to suspension.
- Build and maintain productive relationships with all pupils, acting as a role model and mentor.
- Identify education and training providers who offer appropriate opportunities for pupils who need additional support.
- Encourage families to take an active role in their child's learning by building and maintaining positive relations with all parents/carers, particularly those hard to reach.
- Carry out home visits, where necessary, to address concerns and discuss strategies to promote positive behaviour.
- Deputise for the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary.
- Work with the DSL to support staff in identifying behaviour that potentially indicates safeguarding issues.
- Participate in regular meetings with various external agencies as appropriate, including social services, child mental health services (CAMHS), education welfare and educational psychologists.
- Support the referral of pupils to appropriate agencies.

General/other

- Attend and participate in relevant meetings and training as required.
- Contribute to the overall development of our school and Mercia Learning Trust, ensuring both operate because of shared and collective responsibility, including, contributing to trust partnership activities to drive school and trust improvement.
- All schools in Mercia Learning Trust are committed to safeguarding and promoting the welfare of children and young people. Therefore, all employees are expected to share this commitment.
- Be aware of and comply with the codes of conduct, regulations and policies of the school and its commitment to equal opportunities.
- Any other delegated roles as directed by the headteacher.

This job description is current at the date as shown, but in conjunction with the post holder, may be changed by the headteacher to reflect or anticipate changes in the role which are commensurate with the grade and job title.

Person specification

Role: Behaviour Support Worker

Attributes	Essential	Desirable	Assessment
Qualifications and training	<ul style="list-style-type: none"> • GCSE or equivalent level, including at least a Grade 4 (or grade C) in English and maths. 	<ul style="list-style-type: none"> • Degree 	<ul style="list-style-type: none"> • Application •
Skills and knowledge	<ul style="list-style-type: none"> • Highly effective communication skills. • Ability to create strong professional relationships with pupils, staff and parents. • Understanding of strategies to manage and support children with developing positive behaviours in a school environment. • Ability to tailor interventions to individual pupils. • Excellent understanding of safeguarding policies and procedures and their role in child protection. • Use IT confidently to access, use, store, complete and share documentation. 		<ul style="list-style-type: none"> • Application • Interview • References
Experience	<ul style="list-style-type: none"> • Working with vulnerable children and families. • Forming, developing and maintaining partnerships with external support agencies. • Assessing pupils' needs. • Delivering programmes with pupils with behaviour needs, including one-to-one, small group and whole-class activities. • Handling safeguarding concerns, including following confidentiality measures. • Implementing support measures and monitoring their effectiveness. • Working closely with families/carers, including carrying out home visits. 		<ul style="list-style-type: none"> • Application • Interview • References
Personal qualities	<ul style="list-style-type: none"> • Strong moral purpose and drive for improvement • Flexible • Honest and reliable • High expectations which motivate and challenge pupils • Calm under pressure 		<ul style="list-style-type: none"> • Application • Interview • References

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| <ul style="list-style-type: none">• Patient• Team player• High personal and professional standards• Strong attention to detail• Aligned to values of our trust and schools | | |
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How to apply

- All candidates must complete the following application process:
 - submit an application form via <https://www.eteach.com/careers/merciatrust>
- We do not accept CVs or council forms.
- After your application has been submitted:
 - in all cases written references will be taken up and made available to interviewers before the final selection stage
 - an email and/or letter will be sent to shortlisted candidates with details of the interview process
 - if you have not heard from us within two weeks of the closing date, please assume that, on this occasion, your application has been unsuccessful
- Further information:
 - Take a look at www.merciatrust.co.uk/careers for more on what it's like working for the trust, what we offer you, and what we're looking for
 - Should you require any additional information about the role or the school or would like an informal discussion or out of hours visit, please contact us on 0114 239 6464 or enquiries@woodlands.sheffield.sch.uk
 - For more information about the application process, please email recruitment@merciatrust.co.uk
- The closing date for applications is **Midnight Sunday 16 March 2025**.

The small print

Mercia Learning Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment. If you are shortlisted, your suitability to work with children will be explored, and this will include disclosing convictions. The information you disclose may be discussed with you during the interview.

The successful candidate will therefore be required to complete a DBS check in line with the Rehabilitation of Offenders Act (ROA) 1974 (Exceptions) Order 1975 and the Police Act Regulations.

In accordance with DfE Keeping Children Safe in Education 2024, an online search will be completed on all shortlisted applicants prior to interview. Any relevant information will be discussed further with the applicant during the recruitment process.

We are an equal opportunities employer. Our staff are recruited and promoted on the basis of their merits and abilities and no job applicant or employee receives less favourable treatment on the grounds of racial group, origin or nationality, sex, disability, marital status, age, sexual orientation, political or religious beliefs or trade union activity. Please indicate whether there are any reasonable adjustments or access requirements you would need to help you to attend an interview. If you wish to discuss your requirements prior to submitting your form, please contact our recruitment team on 0114 349 4230.