



Astrea Academy Trust
INSPIRING BEYOND MEASURE

Behaviour Support Worker – Step Out

CANDIDATE PACK

Dear Candidate,

Astrea is an ambitious, dynamic and young trust with a mission to tackle historic educational disadvantage. Our academies are based across South Yorkshire and Cambridgeshire, often in areas which have experienced generationally poor educational opportunities. Our role is to change that. We want to play our part in the social regeneration of these areas.

We have grown rapidly over the last four years and now educate around 14,000 students in 27 academies. Whilst our educational outcomes have improved over the last 4 years, they are not yet as strong as we would like them to be, nor as strong as our students and communities deserve.

With this in mind, we are entering a new period in our development. We are increasingly clear and specific about our vision for behaviour, curriculum and teaching quality, but our sense of what defines us is still evolving. With this in mind, we are looking for leaders who:

Want to be part of our journey to outstanding, shaping our vision, and helping us to unlock the collective power of our system. If you're a solo flyer, our Trust is not for you.

Share our commitment to an inclusive, aspirational and academic education for all pupils.

Believe that in a Multi-Academy Trust, the whole is greater than the sum of the parts and that it is our collective responsibility to get the best outcomes for all our pupils.

Bring expertise, aspiration, courage, and a collegial approach. We are brave for our communities and we welcome challenge and ambition.

Are authentic, visible and driven.

Bring an academic perspective to their work, supported by well-researched, well-evidenced approaches that make us think and push the trust's practice forwards

Want our schools to be joyful places to learn, underpinned by expert teaching, brilliant curriculum, broad opportunities for learning and excellent consistent behaviour in every classroom.

For our part, we commit to challenging you, inspiring you, supporting your development and giving you access to leadership opportunities not only within your own school, but also across our Trust as your role develops.

Best Wishes

Rowena Hackwood

CEO at Astrea Academy Trust



Job Description

JOB TITLE:
Behaviour Support Worker (Step Out)

REPORTING TO:
Head of Step Out

SALARY RANGE:
£29,269 - £32,111

CONTRACT TYPE:
Permanent

WORKING PATTERN:
37 hours per week, 39 weeks per year



Role Description

Purpose

Work with the Head of Step Out within our Step Out internal provision to raise standards of scholar behaviour and conduct throughout the academy day, both in the classroom and around the provision.

Main Duties and Responsibilities

- Work with the Head of Step Out in onboarding scholars to the Step Out provision from their directing academy
- Work with the Head of Step Out in raising standards of scholar behaviour and conduct
- Support teaching staff in the implementation of the Astrea Behaviour and Culture Framework
- Work with the Head of Step Out in the development and monitoring of strategies and procedures for improving and maintaining scholar behaviour and conduct
- Support pastoral and curriculum staff in maintaining our core routines and supporting scholars in understanding and applying our behaviour curriculum
- Use a range of strategies and techniques to enable scholars to successfully manage their own behaviours
- Provide therapeutic interventions to individuals or small groups based on identified needs
- Re-engage students with their learning in the classroom in preparation for a successful re-integration to their directing academy
- Maintain scholar records to support a timely and successful reintegration to the directing academy as and when required
- Carry out duties on morning arrivals, break and lunch time and end of the academy day including acting as chaperone on the minibus
- Have an active and visible presence around the Step Out provision
- Work collaboratively with pastoral and attendance colleagues in our South Yorkshire academies as and when required
- Liaise with parents and carers as and when required
- Support the Step Out team in empowering scholars to make the right choices about their own learning, behaviour, punctuality and attendance
- Provide feedback to scholars, parents and the directing academies in relation to behaviour, punctuality and attendance
- Contribute to the overall ethos/work/aims of the Step Out provision
- Any other responsibilities not listed above as reasonably requested by the Head of Step Out/ Trust Vice Principal: Internal Provision

Person Specification

Experience

Experience of working with young people in an educational setting or other relevant setting e.g., volunteering with young people

Experience of working in a pastoral role within an educational or similar setting

Experience of supporting young people who may be dysregulated or in crisis

Education and Qualification

4 GCSE's, grade C/4 or above, or equivalent, including English and maths

NVQ Level 3 qualification in a relevant subject or a willingness to work towards

Evidence of additional recent and relevant continuing professional development

Skills and Knowledge

Ability to support scholars who require a therapeutic as well as academic approaches

Work constructively as part of a team

Ability to relate well to young people and to adults

Knowledge of data recording systems within schools

Understanding of how to work with and re-engage scholars

Knowledge of how to establish high expectations

Understanding of legislation and procedures relating to safeguarding and welfare and protection of children and young people

Ability to communicate effectively with scholars, colleagues, parents/carers and other professionals

A belief that all young people are capable of academic success

Excellent interpersonal and organisational skills

Ability to maintain confidentiality

Ability to prioritise own workload with minimal supervision

This is not exhaustive.

Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Posts are subject to enhanced DBS checks. For further details on the recruitment process, please review our Recruitment Pack. This can be found attached to each vacancy

About Astrea

Astrea is an ambitious, dynamic and young trust with a mission to tackle historic educational disadvantage and raise quality standards across all of our schools. Our academies are based across South Yorkshire and Cambridgeshire, often in areas or at schools which have experienced generationally poor educational opportunities. Our role is to change that. We have grown rapidly over the last four years and now educate around 14,000 students in 27 academies and settings. Whilst our educational outcomes have improved over the last 4 years, they are not yet as strong as we would like them to be, nor as strong as our students and communities deserve. With this in mind, we are entering a new period in our development. We are increasingly clear and specific about our vision for behaviour, curriculum and teaching quality.

Key Characteristics of our academies:

- High aspirations, with a firm emphasis on academic attainment
- A knowledge-rich curriculum that develops a general knowledge of the world not simply for progression for the workplace, but for the love of the acquisition of knowledge
- A calm and purposeful learning environment built on mutual respect and centralised behaviour systems
- Outstanding pastoral care with the provision of specific trust delivered SEMH services where appropriate to the pupil
- Standardised reading and arithmetic catch-up programmes for pupils where this is relevant that are taught by specialists
- Active parental and community involvement
- A broad range of extra-curricular activities including sports, music, performing arts and academic clubs

Objectives for pupils:

- Encourage all children to be confident, hard-working and ambitious, regardless of background
- Transmit a core body of knowledge to all pupils and the ability to think for themselves in order to be aware of the world around them
- To be active and thoughtful participants in their local community
- To be successful in achieving their qualifications at both GCSE and A Level

A knowledge-rich education:

- By a knowledge-rich education we mean a rigorous and extensive, knowledge-based education that draws its material and methods from the best and most important work in both the humanities and the sciences.
- The aim of a core-knowledge education is not primarily to prepare pupils for a job or career, it is more to transform their minds so that they are able to make reasonable and astute judgments and engage fruitfully in conversation and debate – not just about contemporary issues, but also about the universal questions that have been troubling mankind throughout history.
- We want children to leave our schools with the confidence that comes from possessing an essential general knowledge. A knowledge-rich education should not confine itself to the Western canon, but should embrace other cultures and traditions. What that canon includes will be subject to review, but will always be closely connected to the history and the present nature of the society in which we live, including our international connections.

View the [Astrea 2025 Strategy here](#)

Astrea Academy Trust are delighted to be part of such an important movement, which will ensure we have the guidance to challenge attitudes towards disability, tap into wider talent pools and help all individuals across the Trust fulfil their potential and realise their aspirations. As a Disability confident employer we have pledged to promote a culture that ensures there are no barriers to the development and progression of disabled staff.

Astrea Talent Programme

We believe that everyone has talent. At Astrea, we want your career to flourish, nurturing potential through the Astrea Talent Programme. This provides a defined career pathway, with associated personal and professional development way points and opportunities, funded by the Trust, wherever you start on the pathway. From apprentice to senior leader, we are devoted to growth and fulfilment. We want you to realise your ambition plus competence towards a brilliant education for all our pupils, giving them the opportunities they truly deserve.

