

Behaviour Support Worker – Term Time Only

Full Time | Grade 4

Beecroft Garden Primary (London, SE4)

Job Description

Main Purpose of the Role

To support the behaviour, emotional wellbeing, and learning of pupils at Beecroft Garden Primary School, using evidence-based approaches such as Zones of Regulation and Relational Support Planning. The postholder will work as part of a team to promote a positive, inclusive school environment and contribute to safeguarding, multi-agency working, and parental engagement.

Key Responsibilities

Pastoral and Behaviour Support

- Provide direct support to pupils presenting with behavioural and emotional needs, both individually and in small groups, using evidence-based interventions including Zones of Regulation and Sensory Circuits
- Support the implementation and regular review of Relational Support Plans for identified pupils, monitoring progress and adapting approaches as needed
- Support the implementation of Restorative Justice approaches across the school, including facilitating restorative conversations and modelling good practice
- Respond calmly and effectively to challenging behaviour, using de-escalation techniques and positive handling strategies when necessary

Collaboration and Multi-Agency Working

- Work closely with teachers, the SENCO, and other staff to ensure consistent application of behaviour strategies across the school
- Build positive, professional relationships with parents and carers to encourage engagement and provide effective support for pupils
- Maintain accurate, confidential records of interventions and pupil progress, and support the referral process to outside agencies (such as Educational Psychology, CAMHS, or Early Help) as directed by the Inclusion Lead or SLT
- Contribute to multi-agency meetings and reviews as required

Whole-School Development

- Support the implementation of whole-school mental health strategies and ensure consistent practice across pupils and settings
- Contribute to the development and review of whole-school behaviour policies and procedures
- Participate in team meetings, training, and professional development as required
- Share good practice and support colleagues in implementing behaviour support strategies

Safeguarding

- Demonstrate an excellent working knowledge of safeguarding, including understanding and implementing Keeping Children Safe in Education (KCSIE) 2025
- Recognise signs of abuse, neglect, and exploitation, and report concerns promptly to the Designated Safeguarding Lead
- Maintain appropriate professional boundaries with pupils at all times
- Follow the school's child protection policy and procedures

General

- Support and promote positive pupil behaviour during school trips and visits, ensuring safety, inclusion, and adherence to school policies
- Promote and model inclusive practice and uphold the school's values of inclusivity, creativity, care and community focus at all times
- Undertake other duties appropriate to the post that may be assigned from time to time by the Inclusion Lead or SLT

Person Specification

Qualifications and Training	Essential	Desirable
<ul style="list-style-type: none">• Relevant qualification or training in behaviour support, education, or child development		X
<ul style="list-style-type: none">• Evidence of ongoing professional development related to behaviour or emotional support	X	
<ul style="list-style-type: none">• Willingness to undertake training in Zones of Regulation and Sensory Circuits or similar evidence-based interventions	X	
<ul style="list-style-type: none">• Willingness to undertake positive handling training	X	
Experience		
<ul style="list-style-type: none">• Experience working in a primary school setting		X
<ul style="list-style-type: none">• Experience working with children in an educational or care setting	X	
<ul style="list-style-type: none">• Experience supporting children with behavioural, social, or emotional needs	X	
<ul style="list-style-type: none">• Experience working collaboratively within a multi-disciplinary team	X	
<ul style="list-style-type: none">• Experience implementing behaviour support plans or similar interventions		X
Skills and Knowledge		
<ul style="list-style-type: none">• Good working knowledge of Zones of Regulation and Relational Support Planning		X

• Excellent understanding of safeguarding procedures and responsibilities	X	
• Ability to communicate effectively with children, staff, and parents/carers	X	
• Strong administrative skills, including making referrals and record keeping	X	
• Ability to maintain confidentiality at all times	X	
• Physical ability to respond to challenging behaviour safely	X	
• Understanding of SEND and inclusive practice		X
Personal Qualities		
• Calm, patient and able to de-escalate difficult situations	X	
• Committed to promoting inclusion and equality of opportunity for all pupils	X	
• Positive, resilient, and adaptable approach to challenging situations	X	
• Vigilant and quick to react to fast moving situations	X	
• Able to build trusting relationships with children and adults	X	
• High expectations for pupil behaviour and wellbeing	X	
• Commitment to upholding and promoting the ethos and values of the school	X	
• Commitment to own professional development	X	

Line Management

The post holder will directly report to the Inclusion Lead (SENDCO).

Working Arrangements

- Full-time, term-time only (39 weeks per year)
- 35 hours per week
- Monday-Friday, 8:15am-4:15pm – supporting children over lunchtime
- Occasional flexibility required for staff meetings, training, and school events

Safeguarding Statement

Beecroft Garden Primary (London, SE4) is committed to safeguarding and promoting the welfare of children. All appointments will be subject to a satisfactory completion of safeguarding checks.

Beecroft Garden Primary (London, SE4) is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.