



Behaviour Support Worker Candidate Pack

2023



Contents

01	About us
02	Our Values
03 - 04	Job Description
05	Career Development
06	What our staff say
07	Staff Wellbeing
08 - 09	Being part of Pathfinder Schools
10 - 11	Advert
12 - 13	Person specification
14	Contact us





About us

"We pride ourselves on being at the heart of the local community"

Montsaye Academy is located in the historic Northamptonshire market town of Rothwell, easily reached from Leicestershire, Northamptonshire, Warwickshire and Bedfordshire. Northamptonshire is a popular place to live and one of the greenest counties in England with over 161 parks covering 1600 acres. Montsaye Academy is a vibrant and active community where learning and achievement, in their widest sense, are viewed as the core purpose of our work. It is also a caring and supportive environment in which children can become adults, unafraid to make mistakes, flexible enough to overcome obstacles and ambitious enough to be extraordinary not average.

The school is a member of Pathfinder School's Multi-Academy Trust and collaborates closely with the Trust Central Team, and its nine other Schools. The academy has developed very effective partnerships with other local secondary schools, which enhances our curriculum and supports our practice.

We are fortunate to support the learning of over 1000 students between the ages of 11-18, including a vibrant Sixth Form. Our students join us from Rothwell and a number of neighbouring villages and towns. We employ close to 200 staff, including 70 teachers and leaders and 130 support staff, who enable our academy and students to thrive.

Our on-site facilities include:

- A Community Sports Centre with a Sports hall, Swimming Pool, Fitness Suite, Dance Studio, a full-size 3rd Generation Rubber Crumb all weather surface, grass football pitches and Multi-use Games areas.
- Staff room and Faculty bases
- State-of-the-art Science laboratories
- Dedicated Sixth-Form area
- Recently refurbished restaurant and café

Our Values Excellence, Resilience Aspiration



As an educator of young people, what we do speaks volumes. How we do it resonates even more loudly. Our values of Excellence, Resilience and Aspiration underpin everything we do and have become common language throughout the academy.

Excellence - Montsaye Academy celebrates excellence in everything we do and achieve. Our curriculum is designed to ensure our lessons are both varied and challenging with enquiry, thinking, questioning and independence developed every day. Our students are encouraged to show their best behaviours in every interaction they have with school staff, visitors and their peers. Our school routines have been developed to support students to maintain their readiness to learn in every lesson, every day.

Resilience - Our young people live in a complex and ever-changing world, to enable them to thrive at Montsaye Academy they are offered opportunities and new and yet to be defined challenge. Resilience is about persevering through setbacks, and risking mistakes to reach our goals. At Montsaye Academy, we want everyone to have the tenacity to overcome barriers and exceed expectations. We are passionate about our culture of determination and courage, where we equip our students with the skills, they need to be responsible, confident, and well-rounded citizens.

Aspiration - Wherever our students start, and wherever they want to go, our mission is to support them to become the best version of themselves. We achieve this by providing support, guidance, and challenge throughout their secondary journey. All students take part in careers related activities whether that be in subject focused sessions, work experience, university admissions tutors or apprenticeship providers. Our staff continually invest in guiding students to explore their options and be ambitious, plan for journey A and journey B, and ultimately support, encourage and guide them towards a bright future.



Behaviour Support Worker

Job Description

Responsible to:

Assistant Vice Principal

Job Purpose:

The Behaviour Support Worker will work as part of the school team to meet the needs of pupils who need support in overcoming barriers to learning. To support pupils with behavioural and emotional difficulties and their families to be successful in school.

Behaviour and Emotional Support

- To work with children whose behaviour and disaffection has significant impact upon their attainment.
- To act in accordance to the role inline with the school behaviour policy
- To act as the initial point of contact for year leaders with a child whose behaviour is causing concern and is a barrier to the learning of others.
- To implement and evaluate specialised programmes of work to encourage and promote a pupil's behavioural development, liaising with the SENDCO and family support work as necessary.
- To work in partnership with class teachers in devising and implementing individual behaviour plans for children whose behaviour requires a more personalised approach.
- To plan and facilitate structured games and activities to support pupils to make appropriate use of unstructured times, e.g. break and lunchtimes.
- To train and support identified school staff in behavioural approaches as needed.
- Help students to manage and resolve conflict by using and teaching them a variety of strategies.
- To work alongside the Assistant Headteacher to prioritise those children who need support.
- To produce behaviour logs and written reports to maintain records of pupil behaviour and support overtime.
- To help plan the reintegration of students after extended absence and exclusion.
- To contribute to pupil reintegration meetings with senior leaders and parents.
- To undertake outreach to parents whose child's behaviour at home present a significant barrier to learning in school.
- To be trained and act as an identified member of staff to support pupils who may need physical intervention to keep them safe.
- To undertake a range of relevant administrative duties necessary to the post
- To implement and evaluate specialised programmes of work to encourage and promote a pupil's social and emotional development, liaising with the SENDCO and family support work as necessary.
- To act as a point of contact for pupils and parent in relation to incidents of anti-bullying and provide relevant support as needed.
- To liaise with relevant multi-agency support and make any referrals in consultation with the senior leadership team as required.
- To provide emotional support to pupils during times of emotional distress e.g. bereavement, relationship breakdown etc.
- To work with groups and individuals within and outside the classroom setting

General

- To comply with Pathfinder Schools Policies & Procedures
- To be aware of and support difference and ensure equal opportunities for all.
- To indicate an acceptance of, commitment to and promotion of the underlying principles underlying the Pathfinder Schools Diversity and Inclusion Policy Statement
- To contribute to the development and implementation of the vision and values of Pathfinder Schools.
- To take responsibility for your own ongoing personal development and growth of expertise.
- To participate in training and other learning activities and appraisal as required.

Special Factors

Subject to the duration of the need, the conditions given below may apply:

- The post holder may be required to attend, from time to time, training courses, conferences, seminars or other meetings as required by his/her own training needs and the needs of the academy.
- This post is eligible for a DBS check under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (i.e. it involves certain activities in relation to children and/or adults) and defined as regulated activity under Part 1 of the Safeguarding Vulnerable Groups Act 2006 before the coming into force of section 64 of the Protection of Freedoms Act 2012 on 10th September 2012. Therefore, a DBS enhanced check is an essential requirement.

This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot themselves justify a reconsideration of the grading of the post.

Pathfinder Schools are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. DBS, Reference, Identity, Criminal Record and Medical Checks are mandatory for all posts within Pathfinder Schools.

Career Development

**'Montsaye Academy
nurtures aspiring
leaders'**

We are a research engaged school and our teaching and learning strategies are driven by the evidence of what works. Our aim is to re-intellectualise teaching and to give all our teachers the opportunity to engage in research and development to improve their teaching practice.

We are committed to developing our staff and invest heavily in our well developed CPD programme, as well as giving our staff the freedom to focus on highly effective learning.

We also provide our staff with access to accredited qualifications and training.

Apprenticeships

Both our support staff and teaching staff have access to apprenticeships unique to their area of work.

Early Career Framework

We are proud to be a member of Pathfinder Schools who in partnership with the Best Practice Network (BPN) will be delivering the new Early Career Framework. Our Early Career Teachers will benefit from our specialist skills in the new framework.



National Professional Qualifications (NPQ'S)

Pathfinder Schools is an official NPQ delivery partner who in collaboration with the Outstanding Leaders Partnership (OLP) are delivering the National Professional Qualifications (NPQ) training programmes to schools. The qualifications draw from the very latest evidence and research into pedagogy, behaviour, curriculum and more.

What our staff say...



“There’s a family atmosphere amongst staff”

“Shared resources allow flexibility, and we are constantly evolving to further improve”

“Excellent team spirit”

“There’s a staff buzz; they rally the troops and get on board to have some fun”

“Montsaye staff really care about the students”

Staff Wellbeing



“

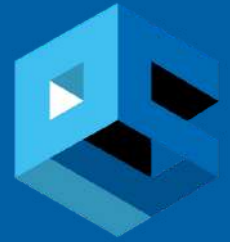
**‘Team Montsaye:
staff look out for
each other.’** ”

”

Montsaye Academy is heavily invested in staff wellbeing and is proud to offer access to the following;

- A dedicated wellbeing hub
- A weekly focus on wellbeing with regular wellbeing-focused activities
- Cake Wednesdays, where staff have the opportunity to bring in their bakes and catch up with colleagues
- A reduced membership rate for our on-site Sports Centre, which boasts a pool and modern gym where staff can swim for free
- Access to 24/7 telephone counselling service for staff and their immediate family via Zurich
- Access to a health and wellbeing cash plan via Westfield Health
- Access to trained staff Mental Health First Aiders, and part of the Pathfinder Schools Wellbeing Committee
- Access to an exceptional Occupational Health advice
- Support to create Wellness Action Plans
- An employer who is committed to empowering our colleagues to achieve and maintain life-work balance

Being part of Pathfinder Schools

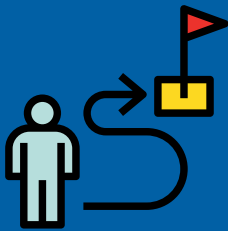


Pathfinder Schools is a cross-phase, multi-academy Trust of 10 schools in the north of Northamptonshire. Our Trust includes both church and community academies and we work closely together, connected by the vision we share for our pupils. Each school has its own unique character but we are unified by our unshakeable belief in the power of education to change lives. We believe that staff and pupils can flourish when they are happy and well-supported. We are inspired by the challenge of providing children with a rich tapestry of experiences that allow them to explore the world and their place in it.

We are passionate about our values of **Aspiration, Responsibility and Courage**, we believe that when people feel respected and included they can be more creative, innovative, and successful.

One Trust, transforming lives and communities, inspiring greatness

Our purpose



Our Trust is a growing family of schools, built on a commitment to the development of the children and young people in the communities we serve.

We exist to deliver the very best educational outcomes for every learner.

Based upon a foundation of independence, we empower young people to broaden their horizons and open their minds to new opportunities.

Our vision



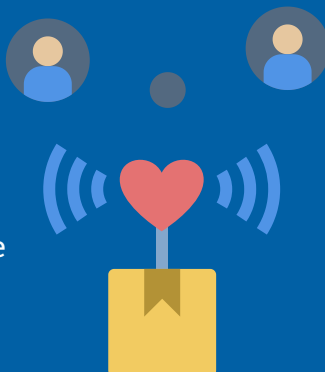
Together we want to develop inspirational schools which instil Aspiration, Responsibility and Courage in every learner, enabling them to find the greatness within them.





Our strategic objectives

- Every school a great school
- Every school an inspiring place to work and learn
- Every school a school of choice in the community
- Every school expertly supported by a strong central team



Our Values

Our values stand at the very core of everything. They are the centre from which all we do and say radiates, guiding the way that we work together.

Our Values

Aspiration

We aim high



Everyday we aim to be the best we can be. We are all striving to reach our own personal greatness. We recognise that we do not all start from the same place and we work to enable all to overcome barriers and achieve their full potential.

Responsibility

We play our part



We believe that we are all responsible for making Pathfinder Schools an inspiring place to work and learn. We hold ourselves accountable for our own actions, admit when we have failed against our own standards, feel comfortable asking for support and always strive to be our best selves.



Courage – We are brave

We are a Trust that faces challenges directly, we are honest about the decisions we make and the reasons for them. We support each other through difficult times in our learning and in our lives. We have the strength to persevere in the face of difficulty, uncertainty and challenge.

Behaviour Support Worker



Advert

We are looking for a dynamic and confident individual to join our vibrant school. The successful postholder will work in collaboration with pastoral teams and middle leaders to reshape behaviour across the school, so we develop well-rounded young people so that they are ready to face the challenges of an ever-changing world.

Montsaye Academy Safeguarding Policies and Procedures are available on their website:

<https://www.montsaye.northants.sch.uk/safeguarding-2/>

If you are interested in arranging a tour of the school or would like to speak with a member of the school team to learn more about our Academy and the role, please email the academy Interim Business Manager, Claire Allsopp, who will assist you further:

callsopp@montsaye.pfschools.org.uk

We occasionally close vacancies early in the event that we receive a high volume of applications. Interviews may begin soon after receipt of applications for shortlisted candidates, therefore we recommend that you apply early.

Being part of Pathfinder Schools offers a fantastic opportunity to develop yourself, as a Trust we actively encourage collaboration and the sharing of good practice; we believe that by developing a love of learning and having the highest expectations, all members of the Pathfinder Schools community can achieve and inspire greatness.

Pathfinder Schools are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. DBS, Reference, Identity, Criminal Record and Medical Checks are mandatory for all posts within Pathfinder Schools.

Contract type

- Permanent
- 37 hours per week
- 39 weeks per year, inclusive of 5 training days

Salary

- Grade G/H Points 11 - 16
- £24,054 - £26,357 per annum pro rata

Closing date

- 2nd October 2023

Interviews

- TBC

Start Date

- As soon as possible

How to apply

To apply, please complete a Pathfinder Schools application form, which can be downloaded from the vacancies page of the website

www.pathfinderschools.org.uk/join-us/vacancies

Completed application forms should be accompanied by a letter of application and should be sent to recruitment@pfschools.org.uk

As part of our rigorous Safer Recruitment process, Pathfinder Schools has adopted the practice of online searches for external shortlisted candidates. The purpose of the search is to enable us to fulfil our duty under Keeping Children Safe in Education and is part of our due diligence to identify any incidents or issues that have happened, and are publicly available online, which we may need to discuss with you during interview.

Therefore, if you are shortlisted for a role, an appropriate online search will be undertaken on your name(s). Consent to an online search is included in the Pathfinder Schools application form. Searches are based on publicly available information, therefore where your profiles are private or are locked, no further search will be required on these pages. Any information given will be treated as confidential and will only be used in relation to the post for which you have applied.

Pathfinder Schools is passionate about its values of Aspiration, Responsibility and Courage, we believe that when people feel respected and included, they can be more creative, innovative, and successful. We are committed to an inclusive workforce that represents many different cultures, backgrounds and viewpoints. Our employee lifecycle processes are designed to prevent discrimination against our colleagues, regardless of gender identity or expression, sexual orientation, religion or belief, pregnancy and maternity, marital status, ethnicity, age, disability status, or any other aspect which makes them unique. While we have more work to do to advance diversity and inclusion, we're committed to moving our Trust and the education sector forward.

Person Specification

Behaviour Support Worker



	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> • Level 3 qualifications in a relevant field • Level 2 qualifications in maths/numeracy and English/literacy. <p>OR</p> <ul style="list-style-type: none"> • Able to demonstrate numeracy/literacy skills sufficient for the demands of the post. 	<ul style="list-style-type: none"> • Physical Intervention Training • GDPR training • Safeguarding and Child Protection training • First Aid Training
Experience	<ul style="list-style-type: none"> • Experience of influencing a range of stakeholders such as parents, students, third parties, public sector organisations and agencies • Demonstrable experience of effectively impacting on academic performance and personal development • Ability to implement strategies /mechanisms which positively impact on students' progress and well-being • Experience in the use of a range of Microsoft or similar software packages (i.e. Excel, Access, PowerPoint) to produce information and reports in the required format. • Experience of working with children 	<ul style="list-style-type: none"> • Experience of working in an educational setting, youth service provision or alternative adult support services • Understanding of the context in which the college operates • Ability and confidence to question and clarify information • Awareness/previous experience of working on Prince's Trust courses • Experience of working as a behaviour support worker to support children with challenging behaviour • Experience of running specialised social, emotional and behaviour programmes. • An understanding of issues affecting children e.g. bullying, abuse • Experience of leading training for others
Knowledge	<ul style="list-style-type: none"> • An understanding of the context in which schools operate and of their accountability to ensure students are reaching their full potential • Awareness of the impact of poor attendance and appropriate strategies to tackle this issue • Knowledge of the range of options and agencies that can support an educational setting with its performance and progress targets • Understanding of the importance of confidentiality and an appreciation of the implications of the Data Protection Act 	

Person Specification

Behaviour Support Worker



	Essential	Desirable
Skills and Attributes	<ul style="list-style-type: none">• Excellent and professional written and oral communication skills suitable for a range of stakeholders• Represent the College and Trust externally to agencies, parents and carers• The ability to put the student's personal, mental and professional development at the heart of all tasks and projects• Resilience to balance unpredictable daily duties• Ability to work accurately under pressure, managing your own workload in order to meet deadlines• Outstanding team player with a proactive attitude and robust disposition• Self-starter and comfortable leading projects• Ability to exercise discretion and handle confidential information appropriately	

Contact us



1 Visit us Montsaye Academy
Greening Road
Rothwell
Kettering
Northamptonshire
NN14 6BB

2 Call us Tel: 01536 418844

3 Email us Academy Interim Business Manager
callsopp@montsaye.pfschools.org.uk
recruitment@pfschools.org.uk

4 Follow us @Montsaye



5 Visit our website www.montsaye.northants.sch.uk

