



INFORMATION FOR CANDIDATES

Grace Academy Darlaston

Integrated Student Support Lead

Deadline for Applications: Monday 19th Jan 2026

Term Time plus 1 - 37 hours per week.
£26,059.18 - £33,032.85, dependent on experience

"Grace Academy Darlaston is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work."

Welcome from Henry Holland

Principal, Grace Academy Darlaston



Thank you for your interest in joining Grace Academy Darlaston, an 11-18 school that serves the community of Darlaston and the surrounding areas in and around Walsall. We are incredibly proud of our Academy and our community. We are proud of our happy students and staff, both of whom work together to achieve excellent results. Our mission is ongoing yet immensely rewarding. We work tirelessly to provide an excellent education for our students, with a focus on high standards and high aspirations.

Whilst our Academy is not a faith school, it does have a unique Christian Ethos based upon or five core values: *Grace, Respect, Integrity, Excellence and Potential*. We strive to uphold these values in all that we do and we are determined that our attitudes and actions reflect these each and every day.

Having recently been awarded the ACE School of Character Quality Mark, we have high standards in all aspects of learning and behaviour and set challenging targets for further career and personal development. We have a focus on learning and fun through a variety of extra-curricular and enrichment clubs, activities, special events and holidays. Our core set of values ensures that every student is given the opportunity to develop into confident, successful and happy young adults, ready to face the future.

We are rated by Ofsted as Good, with strong, focused leadership, the successful applicant will join a friendly, dynamic and supportive academy staff team who are wellbeing focussed. Further development opportunities are provided through internal and external CPD courses and academy training days.

The life in our academy and teamwork is very important to us and we hope you will be able to play a key part in that. We invite you to explore our website, visit our social media pages. and most importantly - come and visit. We look forward to receiving your application.

Henry Holland

Principal - Grace Academy Darlaston



Limitless **POTENTIAL** | Intentional **EXCELLENCE** | Mutual **RESPECT**
Genuine **INTEGRITY** | Amazing **GRACE**

An Introduction - Tove Learning Trust



EMPLOY
OVER
1,700
STAFF



EDUCATE
OVER
11,500
PUPILS

Tove Learning Trust (TLT) is a highly successful multi-academy Trust with primary, secondary and alternative provision schools across the West Midlands, Northamptonshire and Milton Keynes. We are a cross phase trust providing a high-quality education for over 11,000 children between the ages of 4 and 18. Within our family of schools we have four primaries, nine secondaries and two alternative provision schools.

As an employer of choice, we recognise every colleague is an individual, we value diversity, and work as a team to remove barriers to equity. We know that when you are 'the best you', whatever your role is with the Trust, you will transform students' lives.

The Trust is committed to ensuring that all children achieve as highly as possible and we work hard to offer stimulating environments that enable every learner to progress and flourish. We have a small central team and a committed Board of Trustees that are focused on delivering outstanding outcomes.

We aim to have academies that are excellent communities of learning where children thrive on success.

You will have access to a team of school improvement directors specialising in Maths, English, Science, Humanities, EYFS and SEND & Inclusion.

Our outcomes in the vast majority of our schools exceed national expectations and many of our schools are rated Good or better by OFSTED.

Employee Benefits:

- ✓ **Teacher & support staff pension schemes**
- ✓ **Continuous Professional Development (CPD)**
- ✓ **Training School Alliance**
- ✓ **Networking opportunities**
- ✓ **Specsavers Eyecare Voucher**
- ✓ **Flu vaccine**
- ✓ **Employee Assistance Programme (EAP)**
- ✓ **Medicash - Health Cash Plan:**

- 24/7 GP Appointments & prescription services
- Dental treatment
- Optical care
- Physiotherapy
- Skinvision - skin health tracker
- A range of essential healthcare expenses
- Exclusive discounts on shopping & travel

TOVE LEARNING TRUST SCHOOLS

West Midlands

- Grace Academy Coventry
- Grace Academy Darlaston
- Grace Academy Solihull

Northamptonshire and Milton Keynes

- CE Academy
- Elizabeth Woodville School
- Huxlow Academy
- Knowles Primary School
- Lord Grey Academy
- New Horizons Academy
- Rushden Academy
- Sponne School
- Stantonbury School
- Water Hall Primary School
- Whitefriars Primary School
- Wootton Primary School

Behaviour Coach - Grace Academy Darlaston

Job Description

REPORTING TO:

Vice Principal

MAIN PURPOSE

We are seeking to appoint a dedicated and talented Behaviour Coach who will play a key role in strengthening our culture of positive behaviour, inclusion, and personal growth.

Working within the Behaviour, Pastoral and Inclusion teams, the postholder will provide early intervention, targeted mentoring and group support to help students develop the skills, attitudes and habits needed for success.

If you are passionate about strengthening our culture of positive behaviour, inclusion, and personal growth and ready to make a positive impact, we would love to hear from you.

Main Duties

Targeted Student Support

- Mentor identified students on a 1:1 basis to help them develop self-regulation, resilience, attendance habits, and positive learning behaviours.
- Run structured small-group interventions focused on social skills, emotional literacy, and peer relationships.
- Build strong, professional relationships with students to support improved engagement and wellbeing.

Focused Form Group

- Lead a designated form group with an emphasis on promoting positive routines, punctuality, readiness to learn, and personal development.
- Deliver tutor-time activities that support the academy's ethos and behaviour expectations.
- Work closely with the Head of Year to monitor attendance, engagement and progress of students in the form group.

Early Intervention & First Response

- Act as part of the first-response team to support emerging behaviour or pastoral concerns before they escalate
- Provide calm, consistent intervention and restorative conversations to help students re-engage with learning.
- Liaise with teaching staff to ensure smooth reintegration of students back into lessons.

Qualifications

- Grade C/4 or equivalent in English and Maths
- Educated to A level/degree level or equivalent



Behaviour Coach - Grace Academy Darlaston

Job Description continued

Main Duties Continued

On-Call Support

- Support the academy's on-call system by providing prompt, professional assistance to colleagues where needed.
- Help de-escalate situations and model positive, relational behaviour strategies.
- Ensure thorough communication and follow-up with the Behaviour Manager, Heads of Year or safeguarding team as appropriate.
- Attend lessons to provide support with students integrating back into lessons.
- Supporting in our Refocus space

Collaborative Working

- Work under the direction of the Leadership Team to contribute to the academy's behaviour and pastoral systems.
- Share relevant information, strategies and updates with colleagues to ensure consistent support for students.
- Build positive relationships with parents and carers to support student progress.
- Supporting the attendance team to create a sense of belonging.
- Facilitate restorative conversations with staff and students.

Monitoring & Record Keeping

- Keep accurate, timely records of interventions, mentoring sessions and incidents using the academy's systems (e.g. CPOMS).
- Contribute to behaviour and pastoral plans as required.
- Analyse behaviour data, focusing on breadth and depth, and tracking the improvements for targeted students.



Tove Learning Trust expects its employees to work flexibly within the framework of the job description. This means the post holder may be expected to carry out work that is not specified in the job description but which is within the remit of the role, duties and responsibilities.

Behaviour Coach - Grace Academy Darlaston

Person Specification

EDUCATION & QUALIFICATIONS	ESSENTIAL	DESIRABLE
Grace C/4 or equivalent in English and Maths	✓	
Educated to A level/degree level or equivalent		✓
KNOWLEDGE & EXPERIENCE		
Experience working with young people in a pastoral, mentoring or youth work capacity.	✓	
Calm, consistent approach to behaviour and inclusion	✓	
Experience delivering group interventions		✓
Experience in a school or education setting.		✓
SKILLS & ATTRIBUTES		
Ability to build strong, supportive relationships with students.	✓	
Strong communication and interpersonal skills		✓
Knowledge of restorative practices or trauma-informed approaches.		✓
Work in accordance with the Trust's values and behaviours	✓	
Sound judgement and decision maker – confident in using own initiative	✓	
Eligible to live and work in the UK	✓	
Willing to work flexibly in accordance with policies and procedure to meet the operational needs of the Trust	✓	
A commitment to continuing personal development and training	✓	
A commitment to safeguarding and promoting welfare of children and young people	✓	

How To Apply/ Recruitment Process

TO APPLY

To apply, please forward a completed application form together with a supporting statement (no more than two sides of A4) outlining your suitability for the role. Your statement should outline how you satisfy the qualification and experience elements of the person specification.

For candidates invited to interview, these responses will be explored further, together with the other elements of the person specification.

Please send your completed application by email to GADrecruitment@darlaston.graceacademy.org.uk

All applications will be acknowledged.

THE RECRUITMENT PROCESS

After the closing date, short listing will be conducted by a panel. You will be selected for an interview entirely on the contents of your application form, so please read the job description and person specification carefully before you complete your form.

All candidates invited to interview must bring the following documents:

- Documentary evidence of right to work in the UK
- Documentary evidence of identity that will satisfy DBS requirements
- Documentary proof of current name and address
- Birth certificate and where appropriate any documentation evidencing change of name
- Documents confirming any educational or professional qualifications that are necessary or relevant for the post

Please note that originals of the above are necessary, photocopies or certified copies are not sufficient.

**THE CLOSING DATE
FOR APPLICATIONS**
19th January 2026

SHORTLISTING
w/c 19th January 2026

INTERVIEWS
w/c 26th January 2026

FURTHER INFORMATION

Should you have any queries or issues with the dates outlined above or would like a confidential conversation, then please contact Lorna Sidaway, HR Manager, on 0121 568 3300 (GADrecruitment@darlaston.graceacademy.org.uk).

Tove Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The post is subject to an enhanced Disclosure and Barring Service (DBS) clearance check.

References may be taken up for all shortlisted candidates prior to interview, unless otherwise specified. The trust reserves the right to research shortlisted candidates on social media platforms and the internet, and the recruitment panel may take this information into consideration during the recruitment process.



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www.darlaston-graceacademy.org.uk GraceAcademyDarlaston GADarlaston

www.tovelearning.org.uk ToveLearningTrust ToveLearningTrust

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