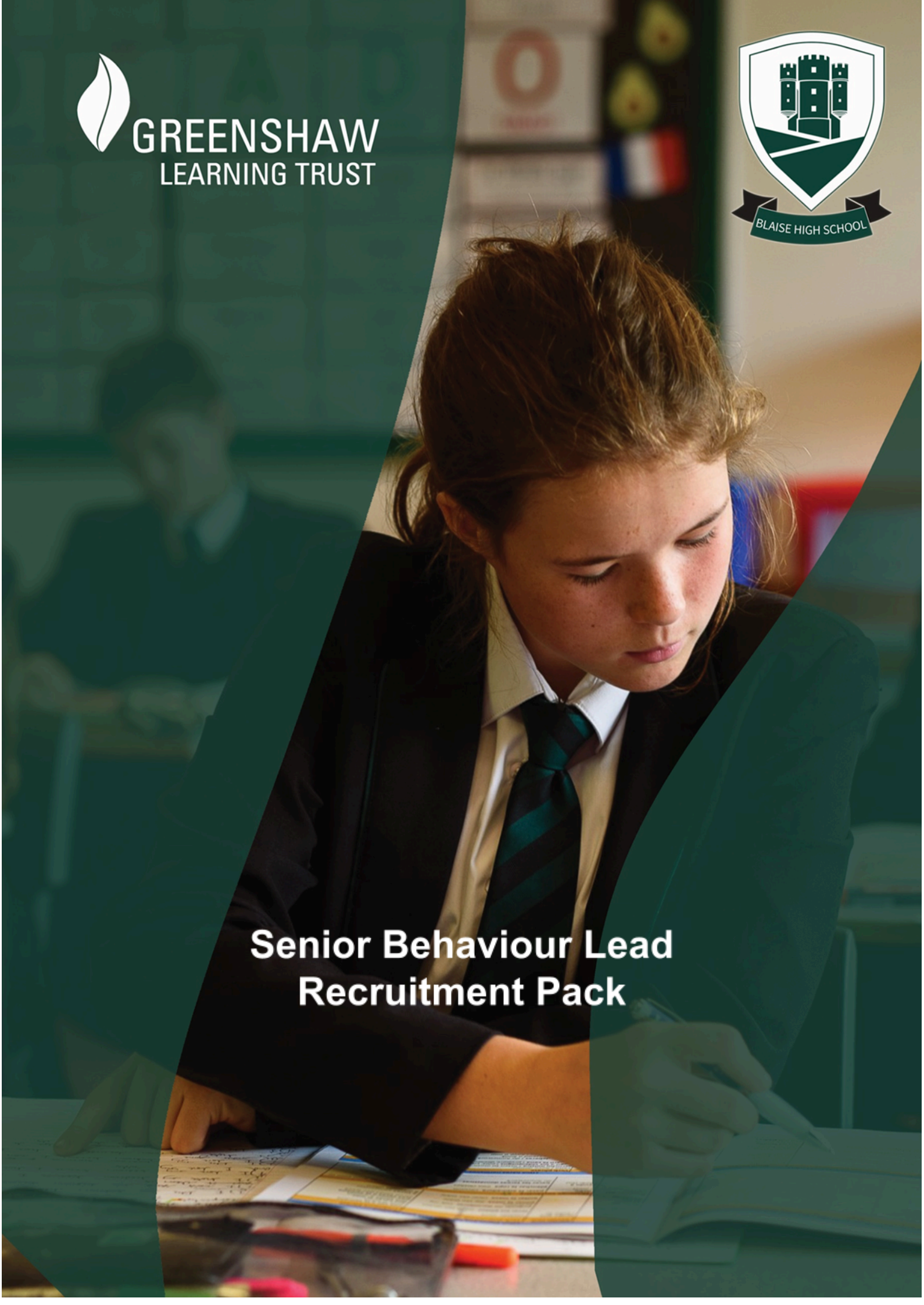




GREENSHAW
LEARNING TRUST



**Senior Behaviour Lead
Recruitment Pack**



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October 2024

Dear Candidate

Thank you for your interest in the role of Senior Behaviour Lead at Blaise High School.

This role is an exciting opportunity to join Blaise High School and further contribute to the life chances of our young people in the school, and across the Greenshaw Learning Trust. It is a chance to be part of something very special.

Blaise High School has an exceptional track record of improvement with results and is on a journey to being in the top 1% of schools in the country. The latest Ofsted report for Blaise High School states Blaise High School is a 'Good' school in every category.

Blaise High School is a disruption free environment which ensures that teachers can teach and students can learn every second of every lesson, day by day. We are committed to our values of Aspiration, Integrity and Pride. This means we expect the very best outcomes for all our students and we expect that all of our students will work exceptionally hard every day. We show our pride in our incredibly high standards from uniform, to our world class curriculum and reading programme. We are a school rich in diversity and we celebrate this daily. All of us believe that all of us can be successful no matter our background or starting point. We work together as a teaching team to ensure we are consistently able to improve our practice, as a school to celebrate and have fun together and as an entire community to be sure all of our students are ready to be successful every day. Blaise High School is privileged to be part of the Greenshaw Learning Trust.

Our website provides a clear picture of our aspirations and our vision; however, please do not hesitate to contact us to seek further information. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.

If you would like an opportunity to visit our school, please contact Ms Bristow, PA to the Headteacher on 0117 9030117 or via email bristowj@blaisehighschool.co.uk to arrange a suitable time.

We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently comprise of thirty schools: seven in South London, five in Berkshire, one in Surrey, fourteen in Gloucestershire and South Gloucestershire, and three in Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and

whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

Blaise High School is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school websites provide a clear picture of our aspirations and our vision; however, please do not hesitate to contact us to seek further information Jade Bristow, PA to the Headteacher & HR Lead via email, bristowj@blaisehighschool.co.uk. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.

Yours sincerely

Nat Nabarro
Headteacher

Greenshaw Learning Trust – ‘Always Learning’

GLT is one of the highest performing multi academy trusts in the country that provides high quality comprehensive, non-selective and inclusive education. The Trust is committed to meeting the needs of every student and our schools offer a broad curriculum and wide range of special needs provision in a welcoming and challenging environment.

We are extremely proud of our success, but we are not complacent. We believe that we can – as an academy trust, as schools and as individuals – always improve. We are all ‘Always Learning’.

Each school in GLT is led by its own leadership team and a governing body, which have the support of the wider Trust to help them achieve their objectives for their school. Being part of the Trust provides our schools with an effective structure, collaboration, and support. Our culture of trust and openness fosters mutual support and continual improvement.

At GLT it is really important to us that our classrooms are disruption free and the schools are calm and orderly. Our shared behaviour policy assists to make this happen and enables our teachers to have the greatest impact on the educational outcomes of the children in their classes.

School-to-school collaboration is enabled by regular contact between school leaders. Our shared services professionals provide a wide range of effective, rapid and flexible support, advice and guidance to our schools, including curriculum support, school improvement, staff training and development, admissions, attendance, behaviour, safeguarding and SEND, pupil services, estates, finance, HR, IT, catering, clerking, procurement and governance.

From its establishment as a multi academy trust in 2014, the Trust has grown significantly and currently employs around 3,000 people and educates nearly 19,000 students. Further information about our schools can be found [here](#).

The Greenshaw Learning Trust Mission Statement

We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.

We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.

We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.

Greenshaw Learning Trust Employee Benefits

The GLT recognises that our employees are our most important asset, and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- A supportive ethos and concern for the well-being of all colleagues
- Excellent CPD opportunities and career progression
- Employer contributions to Local Government (LGPS) or Teachers Pension Scheme
- Cycle to Work scheme
- Gym membership scheme
- Employee Assistance Programme
- Free eye tests
- Childcare Voucher scheme
- Car benefit scheme
- My Health discounts

Terms and Conditions

Line Managed by:	Assistant Headteacher
Line Management:	Behaviour manager and Behaviour support lead
Contract:	Permanent
Salary:	Term Time Only £37,336 –£39,186 FTE (Actual Salary £35,790 –£37,564) Salary calculated in line with BG11 pay scale, points 27-29 <i>(the salary includes payment for any additional hours worked)</i>
Hours of Work:	36 Hours per week, Monday to Friday Term Time Only, plus all INSET days, <i>(with the flexibility for additional hours in term time)</i>
Place of Work:	Blaise High School, Station Road, Henbury, Bristol, BS10 7QH
Medical Examination:	The appointment is subject to a satisfactory medical report
Superannuation:	Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Local Government Pension Scheme (LGPS) or a Personal Pension Scheme. Details of the Local Government Pension Scheme are available at: https://www.lgpsmember.org
Holiday Entitlement:	The postholder will be paid an enhancement for holiday pay, which is included in the salary details above.
Probation Period:	New employees are required to complete a six-month probationary period
Disclosure & Barring Service Check:	This appointment is subject to the receipt of a satisfactory enhanced Disclosure and Barring Service check
Right to Work Check:	This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations may be required in accordance with the statutory guidance

Job Description

The **Senior Behaviour Lead** role is an exciting addition to the Blaise High School team.

As a senior behaviour lead, you will work with colleagues, student leadership and parents/carers, in partnership, sustaining and improving the culture and ethos of the school. The behaviour and pastoral team embody our values and ethos, they ensure that children can access all lessons and that teachers can teach. They work closely with families, external agencies, children and professionals to ensure that every child can climb their own personal mountains to the very best universities in the country or careers of their choosing. We will support you by:

- Providing line management with an expert in children's behaviour and school systems
- Providing regular professional development
- Signposting external courses
- Working with an exceptionally supportive and visible senior team
- Committing to ensuring that you always have the right level of support and challenge to do your job successfully.

This job description forms part of the contract of employment of the successful applicant. The appointment is subject to the conditions of employment of Teachers contained in the School Teachers' Pay and Conditions document and other current educational and employment legislation.

Job Purpose

- Ensure the Ready For Learning (RfL) area is fully operational each day to receive any student who has been referred from class or outside of class (in line with our behaviour policy)
- Reinforce the high levels of expectations for every student and ensure these are adhered to by modelling the standards at all times.
- Develop rigorous systems of tracking and intervention to support students who are repeatedly referred to the RfL centre.
- Ensure students who are repeatedly referred are able to access the support required to meet our expectations.
- Lead behaviour and pastoral team in managing the day-to-day behaviour in the school to ensure students are successful
- Line manage members of the behaviour team to ensure opportunities for professional development and improvement of skill sets.
- Ensure that the provision in the school supports disruption free learning every minute, of every day, for every child.
- Develop the behaviour curriculum in school so that children understand why they are asked to behave.
- Lead all suspension and referral data, building rigorous systems to ensure admin and data is completed in the most timely and effective manner.

Assessment, Feedback and Tracking

- To work with the senior leadership team and pastoral team to improve the self-discipline of students referred to the RfL room.
- To share in the corporate responsibility for, and commitment to, the safeguarding and promotion of the well-being and discipline of all students.
- To ensure the climate for learning in the RfL room is exceptional, characterised by warmth, kindness and rigour.
- To line manage the behaviour team and direct as necessary.
- To support other members of the school pastoral team in ensuring disruption free learning across the academy.
- To 'run the room' in RfL. You will be responsible for the efficacy of the centre; this will include making sound assessments of the needs of children who are regularly referred to the RfL and working with colleagues to promote the best outcome for each child.
- To ensure that the team actively supports attendance at detentions and alternative provisions.
- Facilitate 'Reset Conversations' between staff and students, and build a rigorous system for checking this happens.
- To develop rigorous tracking systems for the numbers of students referred to RfL and ensure this is in a shareable format to SLT and governors.
- To work closely with the communities and families to improve behaviour.
- To ensure that the RfL room prevents disruptive behaviour occurring anywhere in the academy.
- To develop the academy's approach to inclusion, ensuring repeat referrals are supported to meet expectations.
- To work alongside external alternative provision, to support the reintegration of students successfully into mainstream school.
- To develop supportive interventions designed to improve student behaviour, and lead staff in delivering these interventions
- To work closely with the attendance team in ensuring families are supported to improve student behaviour and attendance.
- To further develop the RfL room to ensure that it is characterised by warmth and kindness for children, with clear boundaries being central to this.
- To not allow excuses to become a part of the culture at Blaise High School.
- To work with families and children to avoid suspensions where this can be resolved.
- To perform particular assigned duties at the reasonable direction of the Headteacher or his/her designated representative(s)
- To have due regard for safeguarding and promoting the welfare of young people in accordance with the Child Protection/Safeguarding and Inclusion policies.
- Support and promote the school's behaviour management policy
- Ensure the learning environment engages students with learning and promotes good behaviour.
- Monitor the behaviour of students and put rigorous systems in place for this.
- To be able to work flexibly to the needs of each day, ensuring that all daily routines and processes are complete, managing coverage of staff absence, and considering the flexibility of hours.

Staff Development

- To continue professional development in the relevant areas including subject knowledge and teaching methods
- To engage actively in the Performance Management process
- To participate in whole school CPD programmes
- To take part in the staff development programme by participating in arrangements for further training and professional development.

Safeguarding

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school
- Comply with the school's Safeguarding Policy in order to ensure the welfare of children and young persons

Communications

- To communicate effectively with the parents of students as appropriate
- Where appropriate, to communicate and cooperate with persons or bodies outside the school.
- To follow agreed policies for communications in the school

Personal Responsibilities

- To play a full part in the life of the school community and to encourage staff and students to follow this example
- To actively promote school policies and procedures
- To be responsible for own continued professional development
- To comply with the school's Health & Safety policy and undertake risk assessments as appropriate.
- To be courteous to colleagues, visitors and telephone callers and provide a welcoming environment
- To attend meetings scheduled in the school calendar punctually
- To adhere to the School's Safeguarding Policy.

Other Job Requirements

All staff will be part of the school's appraisal scheme. You will have a team leader who will set agreed targets for the year. The team leader will monitor and review performance.

Person Specification

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	Desirable
Training, Qualifications and Experience: On their application form, candidates will demonstrate that they have the following training, qualifications, and school experience:		
	<ul style="list-style-type: none"> ● GCSE A*-C / 9 - 4 (or equivalent) in English and Maths ● A-Levels or equivalent ● Evidence of professional development in a relevant discipline ● Experience of working with young people in an educational setting or other setting such as youth clubs or any other voluntary setting involving young people ● Understanding of Safeguarding Children and Young People 	<ul style="list-style-type: none"> ● Experience of planning, delivery and the evaluation of academic activities. ● Experience, in Pastoral support with young people in one of a range of fields such as education, youth work, health and social work ● A relevant qualification in supporting children and families to access education. ● Qualified Teacher Status (If applicant has QTS then salary will be calculated in line with TPS)
Personal and Professional Qualities and Attributes: In their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	<ul style="list-style-type: none"> ● Commitment to improving the life chances of students. ● Commitment to establishing high and rigorous standards of discipline. ● An understanding of a 'no excuses' culture. ● Experience of line management and people management ● A love for working with children. ● An understanding of kindness and how high expectations and kindness are linked. ● Experience of working with children. ● A belief that all children are capable of academic success and attending the best universities in the country or careers of their choosing. ● An understanding of working with children with challenging behaviour 	

Additional Requirements: In their statement of suitability and during the selection process, candidates will demonstrate that they can meet the following requirements:

	<ul style="list-style-type: none"> ● Knowledge of how to work with children with challenging behaviours. ● Understanding and practical use of data recording systems such as excel or google sheets to track data and patterns. ● Knowledge of the current educational landscape and the importance of qualifications. ● Ability to work on own initiative with minimum supervision ● Ability to relate well to students, be an effective role model and motivate students to achieve success ● Excellent communication skills ● Excellent interpersonal and organisational skills ● Able to prioritise own workload and self-motivate ● To be able to work flexibly to the needs of each day 	<ul style="list-style-type: none"> ● An awareness of the wider community and its perceived challenges. ● Knowledge and understanding of how to remove barriers to learning ● A full, clean, driving licence and experience of driving a minibus.
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The Recruitment Process

1. Application

Visit our website to view our current vacancies [here](#)

To apply for a staff vacancy, please register for an online account and complete the online application form. The recruitment process is managed via your online account and you will receive regular notifications regarding the progress of your application.

You have the opportunity to upload an attachment to support your application if desired. In the application form you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

Applications must be received no later than 12 noon on Monday 11th November. Applications received after this date will not be considered.

2. Shortlisting

Shortlisting will be finalised on Monday 11 November. Shortlisted applicants will receive an email inviting them to interview the week beginning the 11th November. Please ensure you enter your correct email address on your application form and provide a contact telephone number. References may be taken up after shortlisting. Please ensure you indicate clearly on your application form if you are happy for us to do so.

3. Interview Process

Interviews will be held the week beginning 18th November. Applicants will also be asked to complete a task that involves direct work with children on the selection day.

4. Feedback

Unsuccessful shortlisted applicants will have the opportunity for professional feedback during the week following the interviews.

5. Taking up post

The successful applicant will take up the post on 1st January 2025.

6. Additional information

For further information, please contact Jade Bristow, PA to the Headteacher and HR lead via email Bristowj@blaisehighschool.co.uk

7. Safeguarding

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment. The successful applicant will be subject to an Enhanced DBS and barred list check.