



Candidate brief for the position of: **Behaviour Manager**

Bullers Wood School for Girls and Sixth Form

Application Deadline – ASAP





Dear Applicant

Thank you for expressing an interest in the post of Behaviour Manager at Bullers Wood School for Girls and Sixth Form. The information in this pack will, we hope, give you a good flavour of the school, as well as the application procedure and I hope having read it, you will decide to apply.

This post is available asap and offers an exciting opportunity to join an enthusiastic staff who are committed to making a real difference.

The Trust was formed in February 2018 following a successful application under the Free Schools programme to open a secondary boys' school to join the existing and very successful girls' school and offers opportunities for enhanced professional and career development for colleagues working within the Trust.

The Girls' school was last fully inspected by Ofsted in May 2011 and we were awarded Outstanding. The report is available on our website. We are very proud of our achievements and in recent years we have been congratulated by the Minister of State for Schools on our achievements at GCSE level, placing us in the top 100 non-selective state-funded schools in England. In addition, we were in the top 100 for pupils achieving the English Baccalaureate. We have also regularly been in the top 10% nationally (out of over 2,500 schools and colleges) for our A level performance assessed by ALPS.

The successful candidate will join the Trust at an exciting time as September 2018 saw the opening of a new secondary free school, Bullers Wood School for Boys.

When completing the application form, please follow the instructions below and demonstrate clearly how you meet the person specification and job description.

If you have any questions, please contact Caroline Sharp, Human Resources on 0208 467 2280 ext 320 or email csharp@bwsgirls.org.

We very much hope to receive your application.

Yours sincerely

Simon Hardwick
Headteacher

q u o d p o t e s t e n t a





Overview

The position reports to the Deputy Headteacher with responsibility for behaviour.

Person Specification

The successful applicant is likely to demonstrate the following qualities/skills:

- Good working knowledge of Windows and MS Office Products
- Excellent interpersonal, communication and organisational skills
- Be willing to undertake training/professional development
- Have the ability to work to deadlines and under pressure
- Be calm under pressure
- Experience of working with young people ideally in an education setting
- Ability to challenge and address behavioural issues effectively and positively
- Demonstrate a willingness to work as part of a team as well as the ability to work on your own.
- Be sympathetic to the ethos of the school
- Uphold the positive image of the school in terms of dress and behaviour in the local community, in relationships with students, parents, outside agencies, companies and all visitors to the school.
- Understand the need for confidentiality.

The successful candidate must be willing to uphold the ethos and policies of the school, including the commitment to safeguarding and promoting the welfare of children and young people.

The Role

Job title: Behaviour Manager (Bullers Wood School for Girls)

Start Date: ASAP

Salary Range: BR6 £22,525 - £24,705 FTE

Hours of duty: 8.20 – 4.15 Monday; 8.20 to 4.05 Tuesday to Friday with an unpaid lunch break of 35 minutes

Based on 36 hours per week over 37 weeks the pro rata salary at £22,525 would be £17,912.42 per annum. The annualised salary is paid in 12 monthly instalments.

Core purpose:

Responsibilities:

- On call for behaviour management throughout the day including student break and lunch times.



- Share in the implementation and development of strategies to monitor and support student behaviour.
- Work with, advise and support HoY's/HoD's and teachers on behavioural issues within the year group/department.
- Work with HoY/HoD/AHT to ensure consistency of expectations and standards across and between years and departments.
- Provide behaviour support and manage issues which arise and mentoring students and negotiating with parents/carers and other staff as necessary
- Liaise with external agencies as appropriate.
- Oversee whole school detentions, admin and supervision
- Keep parents/carers informed of matters affecting their children where appropriate, either in writing or by phone in more urgent cases.
- Urgent cover supervision as required
- Support the school values and adhere to all school policies.
- Implement current child protection and safeguarding procedures ensuring guidelines are followed.
- Check uniform (including jewellery and make up), contact books, absence notes and unauthorised absence and take appropriate corrective action.
- Provide support where required (e.g. visit specific lessons to observe students).
- Undertake gate duty and speak to students arriving late into school
- At change of lessons, and at the end of break and the lunch period, patrol the school site and ensure students get to lessons on time
- Patrol the site at break and at lunch and deal with inappropriate behaviour
- Investigate incidents when student's behaviour falls below expectations
- Collect and interview students involved in incidents and collate statements (keeping students involved in the incident separate)
- Liaise with Heads of Year
- Conduct restorative justice meetings
- Record incidents for students' files
- Liaise with external agencies
- Refer students to the Inclusion Suite

Undertake any other duties or training as required by the Headteacher/Assistant Headteacher (or their representative) commensurate with the general level of responsibilities of the post

This job description is not necessarily a comprehensive definition of the post. It may be subject to modification or amendment at any time after consultation with the post holder.



Application Procedure

- i. Read carefully all the information about this post

If you have any questions, please do not hesitate to telephone or email Caroline Sharp, Human Resources on 0208 467 2280 ext 320 or email csharp@bwsgirls.org.

- ii. Complete the application form as fully as possible. If there is insufficient room on any section of the form, please provide the additional information on a separate sheet. Please note that your application form will be photocopied for the Selection Panel, therefore clarity is essential. *It is important that you do not leave any gaps in your career history – any gaps in employment should be fully explained please.*
- iii. In section 9 Letter of Application, please tell us
 - Why you are applying for this post
 - How your experience, skills, training and/or qualifications equip you for it i.e. how you meet the person specification and requirements of the job description.

Send your completed application form by email (if downloaded from our website) or through the post to:-

Mrs Caroline Sharp
Human Resources
Bullers Wood Multi Academy Trust
St Nicolas Lane, Logs Hill, Chislehurst, Kent BR7 5LJ

csharp@bwsgirls.org



Appointment Process

- i. Suitable applications will be shortlisted for interview as quickly as possible.
- ii. If you are successful, you will receive either a phone call and/or email inviting you to attend for interview. It is therefore important that you give us a daytime telephone number and/or an email address that you regularly access so that we can contact you to make the necessary arrangements if you are shortlisted.

If you require any assistance in attending for interview, please let us know the nature of that assistance in good time so that we may make appropriate arrangements.

- iii. Candidates called to interview will
 - be given a tour of the school
 - usually have an opportunity to meet with members of the department
 - normally be expected to conduct a short task.
 - Have an interview.

Pre-employment Checks

Bullers Wood Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people, and an appointment will be subject to satisfactory enhanced disclosure from the Disclosure and Barring Service. Please note that an enhanced check will reveal all criminal convictions on record, including those that might be considered “spent”.

The successful applicant will also be required to:

- Provide details of two referees who know you in a professional capacity. It is our usual policy to take up references BEFORE interviews where possible. Employment is conditional on these references being deemed satisfactory.
- Provide proof of all relevant qualifications.
- Provide proof of eligibility to work in the UK
- Complete a Medical Declaration and receive fitness to work.

Policy on Equal Opportunities

The Trust is an Equal Opportunities employer and appointments are based on the applicant’s ability to meet the requirements of the position. The Trust is opposed to any form of discrimination against any individual or group and welcomes the fact that our Trust includes a diversity of individuals from many races and cultures. Behaviour which is discriminatory on the grounds of race, colour, culture, nationality, gender, sexual orientation, disability, religion, will not be tolerated.

