COURT FIELDS SCHOOL



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The Opportunity

BEHAVIOUR SUPPORT MANAGER

Grade 10 (£38,510 - £43,149 FTE)
Full time, 37 hours per week
Term time plus agreed additional days (to be confirmed at interview)
To start on 4th January 2027

We are seeking an exceptional and values-driven colleague to join Court Fields School as Behaviour Support Manager. This is a pivotal operational role focused on strengthening the day-to-day delivery of our behaviour systems so that every student feels safe, valued and able to succeed.

Our school has seen significant developments in behaviour over the past seven years, leading to improvements in measures including suspensions, rewards and, in particular, very low levels of permanent exclusion, of which we are rightly proud. We are now seeking a highly credible candidate to work under the strategic leadership of the Senior Leadership Team behaviour lead, adding operational capacity to identify and respond to behaviour trends and reduce behaviours that may otherwise result in suspension.

This is an exciting time in the further development of our school, ensuring that equity, opportunity and community are central in all we do, and supporting our work as an inclusive school serving the thriving market town of Wellington. Relational and trauma-informed practice, high expectations and preparing students effectively for adulthood will remain at the forefront of our support for students, with behaviour, pedagogy and curriculum working together to ensure that students receive the very best education in and out of the classroom each day.

The successful candidate will provide visible operational leadership, coordinate responses to serious and recurring behaviour, support consistent practice, strengthen reintegration and use behaviour information to identify patterns and recommend action. The postholder will work closely with pastoral, inclusion, SEND, safeguarding and teaching colleagues, while strategic direction and decisions reserved to senior leaders remain with the SLT behaviour lead and Headteacher.

We are looking for a colleague who:

- Feels that integrity is their key value.
- Has a proven track record of impact in behaviour, pastoral support, inclusion, safeguarding, youth work or a related field.
- Is passionate about creating an inclusive school culture where every student belongs.
- Demonstrates strong operational leadership, sound judgement and excellent organisation.
- Can build respectful relationships, challenge constructively and support staff and students.
- Is committed to high expectations, consistency and continuous improvement.
- Can analyse behaviour information, identify trends and turn findings into practical action.

What we offer:

- The chance to join one of the most improved schools in Somerset.
- A fantastic staff team who enjoy working together to support our students.
- A supportive and ambitious leadership team.
- Opportunities for professional growth and development.
- A school community committed to inclusion and excellence.
- A chance to make a significant impact on student experience and outcomes.

Closing date: 9am on Friday 27th November 2026
Interview date: w/c 30th November 2026

INTERVIEWS MAY BE HELD IMMEDIATELY FOR THE RIGHT CANDIDATE, SO EARLY APPLICATION IS STRONGLY ADVISED.

Job Description

Job Title: Behaviour Support Manager
Location: Court Fields School
Responsible to: SLT Behaviour Lead
Salary Grade: Grade 10 (£38,510 - £43,139)
Hours: 37 hours per week, term time plus agreed additional hours (to be confirmed)
Disclosure Level: Enhanced

Role Purpose

To provide operational leadership and coordination of behaviour support under the strategic direction of the SLT behaviour lead. The postholder will strengthen the consistent implementation of school systems, coordinate responses to serious and recurring behaviour, identify and respond to emerging trends and lead practical interventions designed to reduce suspendable behaviours and support successful participation in education.

Behaviour and Culture

- Provide visible operational leadership of the school's behaviour systems throughout the day.
- Support consistent implementation of agreed expectations, routines and responses across all year groups.
- Coordinate the immediate operational response to serious incidents, ensuring actions are safe, proportionate, recorded and followed through.
- Provide timely advice and practical support to staff applying the behaviour policy.
- Oversee agreed on-call, removal, reflection or internal intervention processes, ensuring purposeful work, suitable supervision and clear next steps.
- Model calm, professional and relational practice while maintaining clear boundaries and high expectations.

Suspensions and Reintegration

- Identify students at risk of suspension and coordinate targeted, time-limited support with pastoral, inclusion, SEND and safeguarding colleagues.
- Provide accurate incident information, context and evidence of action already taken to support senior leaders' decision-making. Decisions to suspend remain with the Headteacher or authorised senior leader.
- Coordinate reintegration after suspension or serious incidents, including preparation, meetings, agreed adjustments, restorative or reparative work and review.
- Monitor repeat incidents and evaluate the impact of interventions, recommending changes where progress is limited.
- Support students to repair harm, rebuild relationships and return successfully to learning.

Behaviour Trends and Intervention

- Maintain accurate and timely behaviour records in line with school procedures, safeguarding

expectations and data protection requirements.
- Analyse behaviour information by student, group, year, location, time, lesson and incident type to identify patterns, hotspots and disproportionality.
- Provide concise weekly and half-termly reports to the SLT behaviour lead, highlighting emerging risks, repeat behaviours, progress and recommended actions.
- Coordinate operational responses to trends, including targeted duty deployment, student check-ins, staff briefings, environmental adjustments and short-term interventions.
- Evaluate whether agreed actions reduce incidents and improve participation in learning.

Student Support
- Build professional and respectful relationships with students while maintaining clear expectations and boundaries.
- Undertake solution-focused conversations, behaviour coaching and restorative or reparative work where appropriate.
- Contribute to support plans, risk assessments and multi-agency work within the scope of the role.
- Work with parents and carers to clarify concerns, expectations, support and review arrangements.
- Ensure that SEND, trauma, safeguarding concerns and other vulnerabilities are considered and referred to the relevant specialist lead.

Staff Support
- Provide practical coaching and feedback on agreed routines and de-escalation approaches, in liaison with line managers and the SLT behaviour lead.
- Contribute to staff briefings, induction and training relating to behaviour systems and emerging trends.
- Share effective practice and identify operational barriers requiring strategic action.

Working in Partnership
- Work closely with Heads of Year, tutors, inclusion staff, the SENCO, safeguarding team, attendance colleagues and external agencies.
- Attend relevant meetings and contribute clear evidence, professional challenge and agreed actions.
- Support consistent and timely communication with students, parents and carers following incidents.

Whole-School Contribution
- Contribute to school improvement priorities relating to behaviour, inclusion, attendance to learning and belonging.
- Maintain a strong and visible presence across the school.
- Undertake other duties consistent with the grade and general character of the role, as reasonably directed.

Safeguarding
- Attend all safeguarding training as directed.
- Follow Trust procedures and report all concerns to the Designated Safeguarding Lead.
- Be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children, reporting concerns in accordance with the Trust's Safeguarding Policies.

Data Protection

- Ensure that legislation and Trust policies and procedures relating to confidentiality and data protection are adhered to.

Special Factors

- This role may involve travelling between schools within the Trust, including any schools that may join in the future. Reimbursement of eligible travel costs to schools other than the postholder's home school will be in accordance with the Trust's travel policy.
- There may be a requirement to work beyond school hours, particularly in supporting and attending school and Trust events.
- Working patterns will be aligned with school term dates and holidays must be taken during school closure periods.
- The postholder will support the achievement of the Trust's objectives by working proactively with colleagues on projects or activities outside their direct area of responsibility as required.
- The postholder is expected to familiarise themselves with and adhere to all relevant Trust policies and procedures.
- The postholder must comply with the Trust's ICT Acceptable Use and Confidentiality Agreement for Staff.
- The postholder must comply with the Trust's Health and Safety policy, procedures and statutory requirements.
- The role requires regular movement around the school site and a high level of visibility during the school day.
- Any physical intervention must only be undertaken when lawful, necessary and in line with Trust policy, relevant training and risk assessment.

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service check before the appointment is confirmed. Criminal record information will be considered only where it is relevant to the post and in accordance with current legislation and guidance.
You have a duty of care for your own health and safety at work and that of others who may be affected by your actions at work.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to a satisfactory Disclosure and Barring Service Enhanced Disclosure Certificate.