

CHANCE COMMUNITY

Job Application Pack



Excellence has no limits



Dear Candidate

Making a difference at Chace Community School really does mean that you will be able to change lives. Our commitment is that from the moment students arrive at our school, we provide them with an education of excellence; one that will change their lives and inspire them to be the leaders of tomorrow.

Our school is an 11-19 comprehensive school in the London Borough of Enfield and in April 2022 we were judged GOOD in all areas by OFSTED. I take immense pride in the work of all our staff and students to achieve this recognition. I have worked at Chace since 2015 and became Headteacher in April 2021, witnessing first-hand phenomenal school improvement. We are also proud of our diverse student and staff community and for this reason welcome applications from people of all backgrounds. We have high numbers of students from disadvantaged backgrounds and staff step up to their duty to provide them with an education of excellence.

Staff at Chace really do make a difference. We do work hard and set high expectations of all our team, but career development and professional worth is also valued enormously. I am proud that we were awarded a quality mark for professional development and featured in the Tom Sherrington book *The Learning Rainforest: Fieldbook* for our teaching excellence. My commitment to you, is that by joining our team you will be supported individually and professionally.

This is an exciting period for Chace. Our provision and achievement continue to improve, and we are currently at the final stages of our school rebuilding programme. From September 2026 our students and staff will move into a brand new, state of the art, modern and sustainable building that will be an excellent place for us to work and learn.

If you are thinking of joining us, please come and look around the school to get a feel for our ethos and values and meet some of our team.

I look forward to reading your application form and welcoming the right candidate to our school.

Best Wishes



Tanya Douglas
Headteacher

Behaviour Supervisor

Status: Full time

Hours: 36 hpw x 39 wpa term time only

Scale: Scale 5

Actual Salary Range: £28,110 to £30,238 (Starting salary, to be determined by skills and experience)

Start date: As soon as possible

We are looking to appoint a professional, organised and committed individual into the role of Behaviour Supervisor, someone who will become a role model for students for which behaviour is a barrier to their learning. You will be expected to work with students who have become disengaged from learning and support staff managing this behaviour.

The successful candidate will have excellent behaviour management skills and experience working with students who display challenging behaviour and will work in our Behaviour Support Team to assist with the day to day management of our Relocation provision. As part of this team, they will work to prevent and de-escalate incidents of poor behaviour. Therefore, this role will suit someone who has experience of working with young people with Social, Emotional and Mental Health Needs.

This is an exciting time to join our community. The Headteacher, who alongside the governing body, are working to ensure that excellence is at the heart of everything we do. In April 2022 Ofsted recognised our excellence and the school was judged as 'Good' in all areas. They concluded that 'Leaders and governors are ambitious for the school', 'the school is truly inclusive' and that 'Pupils are encouraged to have high expectations and to aim for excellence'.

The deadline for applications is **Monday 11th May 2026 at 9am.**

Chace Community School is an Equal Opportunities Employer, and we Encourage individuals from diverse backgrounds, in particular underrepresented groups to apply.

All schools and services in Enfield are committed to safeguarding and promoting the welfare of children and young people. Therefore, all workers and employees within Enfield are expected to share this commitment.

Job Description and Person Specification: Behaviour Supervisor

JOB DESCRIPTION

Post Title	:	Behaviour Supervisor
Status	:	Full time, Permanent
Line Manager	:	Inclusion and Behaviour Manager
Hours	:	36 hpw x 39 wpa
Allowance	:	Scale 5
Start Date	:	As soon as possible

At Chace Community School our aim is to provide an **education of excellence** to every child; one that will change their lives and inspire them to be the **leaders of tomorrow**.

Through our investment in an ambitious and engaging curriculum, strong discipline and inspiring teaching, our students can achieve our school motto of '**excellence has no limits**'. We are proud of every student and believe that each one of them can achieve. Staff will never cap a student's potential, instead they will push them beyond what they ever thought they were capable of.

Purpose of the job:

The purpose of the Behaviour Supervisor is to actively support the smooth day to day running of the school to ensure it is a calm and purposeful environment where learning is prioritised. The Behaviour Supervisor has a fundamental role in role modelling excellent behaviour management strategies and supporting staff in dealing with students with challenging behaviour, maintaining high standards and school routines.

Qualities

The Behaviour Supervisor will:

- Maintain high standards of ethics and professional conduct
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's pupils
- Have high expectations of young people and staff, aligning to our belief that '*Excellence has no limits*'

Duties and responsibilities:

Specific Duties:

- Contribute to achieving our targets to reduce exclusion and improve attendance by being a visible presence around the school and modelling the behaviours we expect to see in our community.
- Uphold the school routines and expectations, as taught in the Behaviour Curriculum.
- Use the school Management Information System (MIS) and Google document systems to send daily text and electronic communications home.

- Actively support staff in dealing with students with challenging behaviour using de-escalation strategies.
- Liaise with parents/carers regarding sanctions and praise when improvements are seen.
- Carry out supervision of students in the Relocation Room, upholding standards while managing the space.
- Uphold standards of uniform, including issuing uniform to students in the morning, and ensure we are a phone free school through our use of Yondr pouches.
- Undertake duties before, during and after school hours such as community patrol and detentions.
- Maintain records of lesson relocations, call outs and detentions on Arbor and share these records with relevant staff to help improve student behaviour.
- Work alongside other members of the pastoral team, including Heads of Learning, regarding any matters relating to the welfare of students.
- Be 'on call' and collect students from lessons that have been relocated on a rota basis.
- Mentor students on report, ensuring that they feel supported and listened to.
- Undertake any other reasonable duties as requested by the Head Teacher and line manager.

All Chace staff will:

- promote equality of opportunity and regard;
- follow Safeguarding guidelines and Child Protection policy/procedures;
- contribute to producing/delivering priorities in the School Improvement Plan;
- keep Chace and their own performance under review, contributing to monitoring, evaluation and review and participate in performance management/appraisal;
- promote positive attitudes and behaviour;
- contribute to the smooth day to day running of the school;
- be committed to achieving the school aims;
- be a lead learner;
- work to develop Chace as a successful inclusive learning community;
- respond promptly to concerns from parents, staff or students;
- promote the school in the community;
- work in partnership with all colleagues including the Governing Body;
- support Codes of Professional Ethics/Safe Practice in the Staff Handbook
- have regard for and act in accordance with Health and Safety policy/practice;
- celebrate success of students and staff;
- support school events including those organised by the PTA.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the post holder will carry out. They may be required to do other duties appropriate to the level of the role.

All schools in Enfield are committed to safeguarding and promoting the welfare of children and young people and anyone applying to work in our schools is expected to share this commitment. All appointments are subject to satisfactory pre-employment checks, including satisfactory enhanced criminal records with Barred List check through the Disclosure and Barring service

Qualities and Attributes	Essential	Desirable	Evidenced by
Qualifications			
English and Maths GCSE or equivalent Grade C/4 or above	✓		Application
Experience			
Experience working directly with young people who can exhibit challenging behaviour and/or young people who have social and emotional difficulties.	✓		Application/Interview
Knowledge of how to make adaptations to make an activity inclusive	✓		Application/Interview
Knowledge of strategies to manage challenging behaviour	✓		Application/Interview
Knowledge and Skills			
Ability to motivate and earn the respect of young people	✓		Application/Interview
Ability to build rapport and an effective working relationship with young people and colleagues quickly	✓		Application/Interview
Belief in the importance of bringing all young people together regardless of differences	✓		Application/Interview
Excellent literacy and numeracy skills, including using MIS, Microsoft packages and Google drive software within a school	✓		Application/Interview
Ability to use school data systems to track and analyse trends	✓		Application/Interview
Ability to work with parents and carers	✓		Application/Interview
A learner, willing to undergo training and learn new skills as necessary	✓		Application/Interview
General/Personal Qualities and Characteristics			
Ability to work accurately under pressure	✓		Application/Interview
Adaptable to working within a team	✓		Application/Interview
A calm demeanor.	✓		Application/Interview
Display a commitment to the protection and safeguarding of children and young people and the Equality Act	✓		Application/Interview
Ability to converse at ease and at an appropriate level in accurate English with pupils, parents, and visitors to the school	✓	✓	Application/Interview

Application Process

Chace is committed to ensuring the welfare and safeguarding of children and young people. We expect all staff to share this commitment. Applicants are required to undergo child protection screening according to the post, including checks with previous employers and the Disclosure and Barring Service.

Chace recruits staff that are committed to safeguarding and supporting the environment created through the school values '**Belonging, Responsibility, Excellence**' and our school motto '**Excellence has no limits**'. The school continues to ensure that all job applicants are treated fairly and equally, as protected by the Equalities Act 2010.

CVs will not be accepted. All queries concerning an application to Chace Community School and the recruitment process should be directed to the Human Resources Department at recruitment@chace.enfield.sch.uk

Early applications are encouraged. The school reserves the right to interview and appoint a suitable candidate before the closing date.