



PARK VIEW
Thrive

Recruitment pack: Behaviour Manager

(Outer London Pay - PO4)

52 Weeks





We know that a school is only as good as its team. Park View is dedicated to providing every staff member with an environment in which they can flourish.

To achieve this we are committed to three core principles that underpin how we offer our staff a career to enjoy and be proud of. The principles are:

- Inspire - supply an inspiring environment for staff to thrive and develop professionally and personally.
- Nurture - provide the opportunity to plan a successful career path.
- Develop - We understand that we have a responsibility to provide all staff with the resources and support to accumulate the experience and skills needed to fulfil your true potential.

Supply an inspiring environment for staff to thrive and develop

We recognise the importance of providing our staff with an environment where they are motivated, supported and valued. We have worked diligently to create an atmosphere where people are actively encouraged to ask questions and seek support, whilst also being provided with the freedom to explore opportunities that can bring real, positive change to our students' education. By joining us you will flourish as part of a successful, supportive and vibrant team where no two days are ever the same.

Nurture a successful career path for all employees

We empower our staff to have a strong outlook on their role at Park View and to play an active part in developing their own career path. You will be supported to build your career vision and aspirations by your line manager, who will be responsible for ensuring you are on track to achieve your goals.

Provide accessible development opportunities to staff at all levels

We know that we have a crucial part to play in providing you with the resources and support to accumulate the experience and skills needed to fulfil your true potential. With this in mind, we invest heavily in all our staff throughout their time with us, providing them with relevant development opportunities to match their personal career paths, to ensure that aspirations become a reality.

“Here at Park View you are encouraged to take responsibilities to help further your professional development.”
Lucie Hiron, English Teacher



A View from the Top



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Park View is committed to standing out from the crowd as an industry-leading employer. We are committed to providing you with a benefits package that you won't find elsewhere and demonstrates that your job satisfaction is crucial to us.

We understand that the mental and physical welfare of our team has a direct impact on the quality of education we can provide our students. We also understand that pressures from outside of work may also have a bearing on staff wellbeing. This is why we have created a benefits package designed to support you, not just inside of school but outside as well.

From discounted gym membership to free counselling, and from our dedicated wellbeing team to staff socials, we create an environment where employees can thrive in a high performing team. We pride ourselves on being an outstanding employer, and giving everyone who works with us a 'View from the Top'.

Unique benefits

- A right to a generous special leave allowances including dependency leave, carer leave and compassionate leave if required.
- Enhanced maternity, adoption and paternity pay and leave.
- 'Eden Red' childcare vouchers.
- Tax free bikes via Park View's cycle to work scheme.
- Interest-free loans for travel season tickets.
- Free eye test every two years for all, or every year once over the age of 50 and a contribution to the cost of your glasses.
- Heavily subsidised membership with Fusion Gyms.
- Inner London weighting pay rate.
- Free staff social events throughout the year.
- Subsidised healthy meals available.
- Park View is located next to an award-winning park, which includes an open recreation space, a managed garden, tennis and basketball courts.
- The surrounding area has a widerange of multicultural cuisine available.
- Free Fitness Suite for all staff.

Professional benefits

- New members of staff can expect a thorough induction programme.
- A dedicated member of staff acting as a mentor will assist with identifying training needs and development opportunities.
- A free, confidential staff advice and counselling service is available 24 hours a day, 365 days a year to all members of staff.
- Each department has its own workspace for every subject area.
- An enthusiastic wellbeing team who arrange great team building and rewarding activities for staff.
- Teachers' pension scheme.

“The multicultural cohort at Park View builds an ethos of community and cohesion, while also working alongside staff who have a genuine passion for teaching.” Alen Duvarciyan, Assistant Headteacher

Behaviour Manager

We are looking to appoint an enthusiastic and talented to take on this important role

Purpose of the role:

The SEMH and Behaviour Manager will lead and manage behaviour support across a dual-site school, consisting of a mainstream setting and a specialist Social, Emotional, and Mental Health (SEMH) provision. The role includes training staff, implementing the whole-school behaviour policy, and ensuring consistent and effective behaviour management strategies that support student wellbeing and academic progress. They will be responsible for all alternative educational provisions provided by Park View School and any external agencies placements.

Key Responsibilities:

Leadership and Management

- Lead and manage a team of up to six Aspire Behaviour Mentors across both sites, providing guidance, supervision, and professional development.
- Oversee the effective implementation of the school's behaviour policy across both settings.
- Train staff in implementing proactive and reactive behaviour strategies.
- Conduct regular team meetings and ensure continuous professional development (CPD) for Behaviour Mentors.
- Work collaboratively with SLT, pastoral teams, and external agencies to support students effectively.
- To drive Park View's vision and values within our Alternative Provision arrangements
- To monitor that school procedures and policies are consistently implemented, impact assess them and to contribute to their ongoing development
- To contribute to the strategic direction of the school, and the further development of alternative provision arrangements across the local authority

Training & Policy Implementation

- Design and deliver training for staff on behaviour management strategies, de-escalation techniques, and SEMH-related intervention.
- Monitor the effectiveness of the whole-school behaviour policy and plan improvements based on data and observations.
- Ensure the application of behaviour management approaches by all staff across both sites is consistent.
- Work closely with Department heads to plan effective teaching and learning that enables the effective reintegration of at-risk pupils into mainstream lessons, offering challenge and support as required.

Student Support & Intervention

- Manage all alternative education provisions provided by Park View, both internal and through any external providers e.g. HLP
- Carry out regular in-person visits to all Park View pupils who are placed in external education settings
- Mentor individual and identified groups of children with SEMH needs
- Develop, implement and monitor personalised behaviour support plans for students with SEMH needs.
- Support students in developing self-regulation skills and positive behaviours.
- Oversee the reintegration process for students transitioning between the mainstream and SEMH provisions.
- Work with parents/carers to develop strategies for behaviour support at home and school.
- Consistently follow our whole school self-evaluation policy and processes, ensuring deadlines are met and appropriate actions are taken on findings.
- To organise and develop schedules and protocols for support of vulnerable students in their mainstream lesson.
- To achieve and maintain level 4 safeguarding accreditation or higher and become an active member of our safeguarding team with a particular focus on those pupils engaging in our AP offer.

Park View job description



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Data, Reporting & Compliance:

- Monitor and analyse behaviour trends across both sites, using data to inform interventions.
- Prepare reports for SLT and governors on behaviour patterns and intervention effectiveness.
- Ensure all behaviour management practices comply with safeguarding policies and procedures.
- Provide timely, helpful and considered responses to parent/ carer enquiries.

Behaviour Manager Park View Person Specification

Essential Criteria:

- Experience in managing and leading a behaviour support team.
- Strong knowledge of pupils'
- SEMH needs and effective behaviour management strategies.
- Proven ability to train and support staff in behaviour management approaches.
- Excellent communication and leadership skills.
- Experience working in both mainstream and SEMH settings.
- Ability to analyse behaviour data and implement evidence-based interventions.

Desirable Criteria:

- Relevant qualifications in behaviour management, psychology, or education.
- Experience in multi-agency working and parental engagement.
- Knowledge of trauma-informed approaches and restorative practices.

Working Conditions

- All year round role - 52 weeks
- Split-site role, requiring regular travel between the mainstream and SEMH provisions.
- Collaborative working environment with SLT, pastoral teams, and external professionals.
- Full-time, term-time position with CPD opportunities.