



Blackburn Central
High School

Aspire and achieve

Behaviour Support Practitioner



Part of the

Oak 
Learning Partnership

JOB DESCRIPTION

Salary: Grade E, SCP 9 to 15, £24,215 to £26,677 per annum actual salary.

Normal working hours: 37 hours per week, term time only plus 5 additional days.

Closing Date: Friday 25th September 2026

PURPOSE OF THE POST

- To work as part of the Pastoral Team to support the delivery of high-quality education to our students through robust and effective behaviour support.
- To manage the development of this provision to meet the wide range of needs (short and long-term) of a diverse group of students.
- To provide coaching / mentoring and bespoke interventions to students and staff in line with current and future needs to provide sustainable behaviour improvements.
- To promote strategies designed to improve attendance and ensure student entitlement to an appropriate curriculum is met.

DUTIES AND RESPONSIBILITIES

- To conduct functional behaviour assessments and positive behaviour support plans as required, undertake regular reviews and provide regular updates on the effectiveness of behaviour support strategies to SLT and Pastoral Teams.
- Develop, undertake and evaluate effective practice of intervention programmes.
- To liaise with other relevant staff in relation to the needs of vulnerable students (including those identified with SEN) or students with poor attendance.
- To maintain accurate records to facilitate student progression.
- To regularly update the Pastoral SLT link on the progress of students within the planned and targeted interventions to meet individual student needs.
- To ensure students are supervised in a safe and secure learning environment during designated periods of inclusion, i.e. during their allocated lunch period.
- To produce timely, data driven reports as requested by the Pastoral Leadership team.
- To assure the quality of the arrangements for tracking and monitoring students accessing the "resolve" provision to provide information for the compilation of reports, and to provide appropriate feedback to students, staff and parents/carers.

- To participate in training and development as required for the benefit of personal and professional and school development.
- Attend staff and other meetings and participate in staff training and development events as required.
- To actively engage in the performance review process.
- All support staff may be expected to perform appropriate duties as and when required by the school, commensurate with the salary grade of the post if it is higher than the employee's current salary.
- To work in the best interest of the school, students, parents and staff.
- To adhere to the Oak Learning Partnership's policies and procedures with particular reference to Child Protection, Equal Opportunities, Teaching and Learning and Health and Safety.

Person Specification

CRITERIA		Qualifications and Experience: will demonstrate that they have the following qualifications and school experience:	
ESSENTIAL		DESIRABLE	
• Good levels of literacy, numeracy and ICT skills. • Experience of working in an educational environment or equivalent environment with young people. • Experience of successfully working with identified students, or groups of students. Experience working with young people with SEN. • Experience of monitoring and recording progress of learners.		• Leadership of a community project/area of school development. • Emotional Literacy Support Assistant (ELSA) qualification and registration	
CRITERIA		Knowledge and Understanding: On their application form, candidates will demonstrate that they have the following knowledge and understanding:	
ESSENTIAL		DESIRABLE	
• A knowledge of ACE and trauma responsive practices • Innovative approaches to working with students, parents, the local community and multi-agency partners. • Strategies for ensuring equal opportunities for students, staff and other stakeholders. • Ability to develop consultation methods.		• Understanding of Safeguarding and Child Protection issues. • Knowledge of the needs of SEN students in academic surroundings.	
CRITERIA		Skills and Abilities: On their application form, candidates will demonstrate that they have the following skills and abilities:	
ESSENTIAL		DESIRABLE	
• Ability to communicate effectively, negotiate and network through highly developed inter-personal written, verbal and presentation skills. • Work as an effective team member and apply given instructions. • Prioritise the workload, balancing long and short-term priorities. • Set high standards and provide a role model for students and staff. • Well-developed analytical, planning and organisational skills. • Be organised and demonstrate a willingness to take the initiative. • Identify and develop creative solutions to solve problems. • Seek support and advice when necessary.		• Willingness to develop own understanding and capability through advice and training. • Ability to think calmly and clearly in emergency situations.	

CRITERIA		Personal Qualities: On their application form, candidates will demonstrate that they have the following personal qualities:
ESSENTIAL		DESIRABLE
• Enjoyment in working with young people and families. • An excellent record of attendance and punctuality. • Prioritise and manage own time effectively. • Commitment to inclusive education. • Commitment to learning.		• Reliability, integrity and stamina. • Respect confidentiality. • Perspective and resilience. • Empathy in relation to the needs of the school and the local community.



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How to Apply

Closing Date: 12pm Friday 25th September 2026

Applicants must have relevant qualifications and experience, please ensure that you meet the person specification before applying.

We are committed to **equality of opportunity** for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

Thank you

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