

Haslingden High School and Sixth Form

Behaviour Management and Support Manager

APPLICATION PACK



HEADTEACHER: MR R CLARKE (BA HONS)



VACANCY INFORMATION

Behaviour Management and Support Manager

MPS/UPS + TLR3e (£3,168)

Temporary 12 month contract

Required from September 2024

Monday – Friday 8.00am – 4.00pm (This is a guide for the working week, however, we are keen to be flexible to suit the successful candidate)

The governors of this high achieving 11-18 school are seeking to appoint a talented, highly motivated and dedicated Behaviour Management and Support Manager. This is a new role that has been designed to support staff and students and help to maintain a positive climate for learning across the school. We are looking for someone who would describe themselves as a team player, as possessing a positive mindset and someone who will maintain a solution focussed approach to their work. A sense of humour, a smile and empathy for young people and colleagues are all essential characteristics needed to be successful in this post. If this sounds like you, we look forward to reading your application.

Further details and an application form are available on our website: www.haslingdenhigh.com/vacancies

Haslingden High School is committed to safeguarding and promoting the welfare of children and young people and takes its statutory duties and responsibilities in this context very seriously. We fully expect everyone working in or behalf of the school to share our commitment. As such, this post is subject to satisfactory DBS clearance and references.

Closing date for applications: Tuesday 21 May 2024

Interview date: Friday 24 May 2024



Haslingden High School and Sixth Form

Headteacher: Russell Clarke (BA Hons)



Dear Applicant,

Thank you for your interest in the post of Behaviour Management and Support Manager at Haslingden High School and Sixth Form.

The Governors are seeking to appoint an enthusiastic, skilled and dedicated teacher to join the pastoral team to ultimately support the school's drive towards 'Achievement for All'. As the Behaviour Management and Support Manager you will play a key role in promoting positive behaviour management strategies across the school and provide daily support to colleagues with behavioural challenges that may emerge in their classroom. The postholder will help to ensure that a positive and purposeful learning environment is maintained for all students and that the staff are able to teach with minimal disruption. The successful candidate should have experience against the job description, accompanied by a successful track record. They should have the vision and energy to inspire and motivate colleagues as well as the mindset to overcome challenges and solve problems.

Haslingden High School and Sixth Form is a high performing school and has an excellent reputation both locally and beyond. The school is significantly oversubscribed for the 270 places available annually in Year 7. We have wonderful students who are proud to be part of our school; a committed, talented staff and excellent facilities. We can look to the future, however uncertain it currently appears nationally, with confidence. We were inspected by Ofsted in May 2022 and they acknowledged the many significant strengths of the school in what is a very pleasing report, rating it as good.

Our GCSE results have been consistently strong in recent years. Our students performed exceptionally well given the challenges that they have faced and we remain very proud of all we have achieved together as a school community. We have a successful sixth form where students make strong progress and many of them choose to go on to university, the vast majority at their first choice of establishment.

In order for our school to operate in a smooth and effective manner, we know that we need the support of all colleagues and teams. We are very fortunate that our pastoral and support staff are a highly effective and hardworking team who underpin all the great work that we do.

Haslingden High School seeks to provide an outstanding holistic education for our students. Whilst achieving fantastic examination results is one of our core aims, our remit is much wider. We endeavour to equip all our students with the skills for further study and the world of work; provide them with the tools to develop their own set of values and beliefs conducive to being a good citizen; and provide an extensive range of extra-curricular activities for students to develop their own interests and aptitudes.

The successful candidate will play a crucial role in providing behavioural support for students who may require additional assistance to manage their behaviour and emotional well-being. Working closely with teachers and the pastoral team, you will implement strategies to promote positive behaviour and create a nurturing learning environment for all students. You will also be required to identify trends in behaviour, reporting back to the pastoral and senior teams when additional intervention may be required. Whilst we are seeking to appoint an experienced teacher, this is largely a non-teaching role, however, some teaching may be required at intervals throughout the year depending on operational pressures.

We look forward to receiving your completed application form together with an accompanying letter (of no more than two sides of A4 font size 10), outlining how your skills and experience have prepared you for this role and what we could expect from you in the first 12 months in post. The closing date for applications **Tuesday 21 May 2024 at 9.00 am** with interviews scheduled for **Friday 24 May 2024**.

Haslingden High School and Sixth Form is committed to safeguarding and promoting the welfare of children and young people and takes its statutory duties and responsibilities in this context very seriously. We fully expect everyone working in or on behalf of the school to share our commitment. As such, this post is subject to satisfactory enhanced DBS clearance and references.

Yours sincerely

A handwritten signature in black ink, appearing to read 'R Clarke', written over a light blue horizontal line.

Mr R Clarke
Headteacher



OUR SCHOOL AIMS

Achievement for All: for all our students to be safe, happy and successful, developing as individuals into caring, responsible citizens equipped for life in the 21st century

We strive to:

Create successful learners, who achieve the best possible qualifications, alongside equipping them with the skills and motivation to overcome future challenges

Ensure all students experience an exciting, ambitious and inclusive curriculum that is well-planned, broad, diverse and expertly delivered. Our curriculum will inspire and motivate all students to want to know and remember more, allowing them to become lifelong learners

Provide access to a wide range of opportunities and experiences beyond the taught curriculum, enabling all our students to leave our school with high aspirations

Work in partnership to offer a personalised approach to care, guidance and support that will ensure all students feel and know how to keep themselves safe and happy. Students' physical, mental and emotional wellbeing is at the forefront of everything we do, empowering them to make informed choices

Guide students, helping them to become kind, resilient and ethical individuals who will make a positive contribution to their local community and beyond. They will embrace change and leave as well-rounded individuals with a strong set of values and beliefs

OUR CURRICULUM RATIONALE



Our curriculum is coherently planned and sequenced to ensure we deliver our overarching aim of 'Achievement for All': *'for all our students to be safe, happy and successful, developing as individuals into caring, responsible citizens equipped for life in the 21st century'*.

Achievement for All is underpinned by our school aims and it is as a result of our rich and challenging curriculum that we are able to meet the needs of our entire school community. We wholeheartedly believe that our curriculum is much broader than just our taught lessons and is present in every exciting opportunity and experience that we are so passionate about providing for the students within our school community.

"Learning is a constant process of discovery – a process without end"

Accepting that this statement is true, we firmly believe that our curriculum must look well beyond what is examinable and strive to develop well rounded, resilient individuals who are equipped with the necessary knowledge, skills and attitude to overcome future challenges. The curriculum at Haslingden High School and Sixth Form ensures students acquire a strong set of values and beliefs, leaving with the cultural capital to be successful learners in the future, who can confidently overcome new and more complex problems and are well equipped to navigate change.

The individual subjects combine to make up our curriculum and all recognise the unique contributions they can provide to a child's development as they make their way through school. Our curriculum is broad, balanced and ambitious, with the national curriculum offering a foundation on which to build. The three year Key Stage 3 allows for students to develop the building blocks of what they need to know and do in preparation for future success.

Each year has its own place in our curriculum and builds sequentially on prior learning whilst also preparing students for the next stages of their education, employment or training. We prioritise opportunities to facilitate knowledge retrieval, assisting students to commit knowledge to long term memory and therefore reducing cognitive load when meeting new learning. This, in conjunction with our belief in the importance and value of metacognition and high-quality vocabulary, supports students in forming connections to other things they know, believe or have experienced, which in turn unlocks students' potential to access further learning and understanding.

Our curriculum is designed to be inclusive for all learners. We recognise the challenges faced by our most vulnerable and disadvantaged learners and as such, our curriculum is adapted, designed and developed to overcome these barriers to success. We have placed greater emphasis on oracy, reading and vocabulary and seize opportunities within our curriculum to explicitly address these factors that limit performance.

With curriculum development being part of our daily practice, we believe that it is our coherent approach to planning and design, aided by expert delivery, that creates the perfect platform upon which to secure deep learning in the classroom and beyond. We believe we create the opportunities and experiences to motivate and inspire Haslingden High School and Sixth Form students to develop a passion for learning that will go with them into the world and ensure that they are both proud of their time at our school and that they are well prepared for their future.



Behaviour Management and Support Manager

ATTRIBUTES	DESCRIPTION	ESSENTIAL	DESIRABLE
QUALIFICATIONS, EXPERIENCE AND PROFESSIONAL DEVELOPMENT	➤ Teaching Qualification	✓	
	➤ Good Honours degree or equivalent	✓	
	➤ A commitment to CPD	✓	
KNOWLEDGE, SKILLS AND PERSONAL QUALITIES	➤ A genuine belief in the value of each child	✓	
	➤ The ability to establish an excellent climate for learning	✓	
	➤ The ability to work well in a team	✓	
	➤ Understanding of behaviour management strategies and techniques, with a patient and empathetic approach	✓	
	➤ Excellent communication and interpersonal skills, with the ability to build positive relationships with students, colleagues and parents/carers	✓	
	➤ Flexibility and adaptability to respond effectively to changing needs and situations	✓	
	➤ Commitment to safeguarding and promoting the welfare of children and young people	✓	
	➤ Relevant qualifications or training in behaviour support or related fields		✓
	➤ High levels of commitment, motivation and initiative	✓	
	➤ High personal standards and high expectations of themselves and others	✓	
	➤ A flexible approach to school life	✓	
	➤ An excellent health and attendance record	✓	
➤ Willingness and enthusiasm in contributing to and running extra-curricular activities		✓	
APPLICATION AND LETTER	➤ The letter should be clear and concise (no more than two sides) with organised views	✓	
	➤ The letter should demonstrate how your skills, experience and vision make you a strong candidate for this position and clearly outline your track record of success.	✓	
	➤ Application form should be fully completed and clearly legible	✓	

JOB DESCRIPTION



Responsible to the Deputy Headteacher; Care, Guidance and Support

Responsibilities:

- Triage pastoral and behaviour requests for lesson support through the school's support system (on call).
- Implement behaviour management strategies and interventions in collaboration with the pastoral team.
- Provide reports on a weekly and half termly basis, identifying trends in behaviour data and reporting to the relevant colleagues.
- Foster positive relationships with students to encourage engagement and participation in learning activities.
- Support students in developing social and emotional skills to manage their behaviour effectively.
- Provide one-to-one mentoring and group support to identified students.
- Assist with the implementation of school-wide behaviour policies and procedures, ensuring consistency and fairness for all students.
- Provide students with strategies to help overcome barriers to learning.
- Contribute to 'Achievement for All' by being a champion for the five school aims.
- Set high expectations for students' behaviour, establishing and maintaining a good standard of discipline through positive and productive relationships.
- All teaching staff must understand and uphold the professional code as outlined in the Teacher Standards document.
- Familiarise yourself with students who have special educational needs, and know where to get help in order to give positive and targeted support. Implement strategies from pupil passports and keep records on Support Plans.
- Take account of the needs of all students, with particular emphasis and understanding being offered to our most vulnerable students.
- Use methods to support behaviour to enable students to be engaged and motivated, that teaching outcomes can be met, that momentum and challenge can be maintained and that best use can be made of teaching time.
- Liaising with students and their families about behaviour and attitude.

Wider Professional Effectiveness

- Take responsibility for own professional development, keeping up to date with research and developments in pedagogy and in subject areas;
- Understand professional responsibilities in relation to school policies and practices;
- Set a good example to students in personal presentation and conduct;
- Evaluate own practise critically, using this to improve effectiveness;
- Work effectively with other school colleagues, attending meetings and liaising with representatives of other agencies as necessary;
- Contribute positively to the ethos of the school.

Whilst no teaching timetable is allocated to this role, some teaching may be required at intervals throughout the year. You may also be required to fulfil the role of a form tutor.

WELLBEING & MENTAL HEALTH

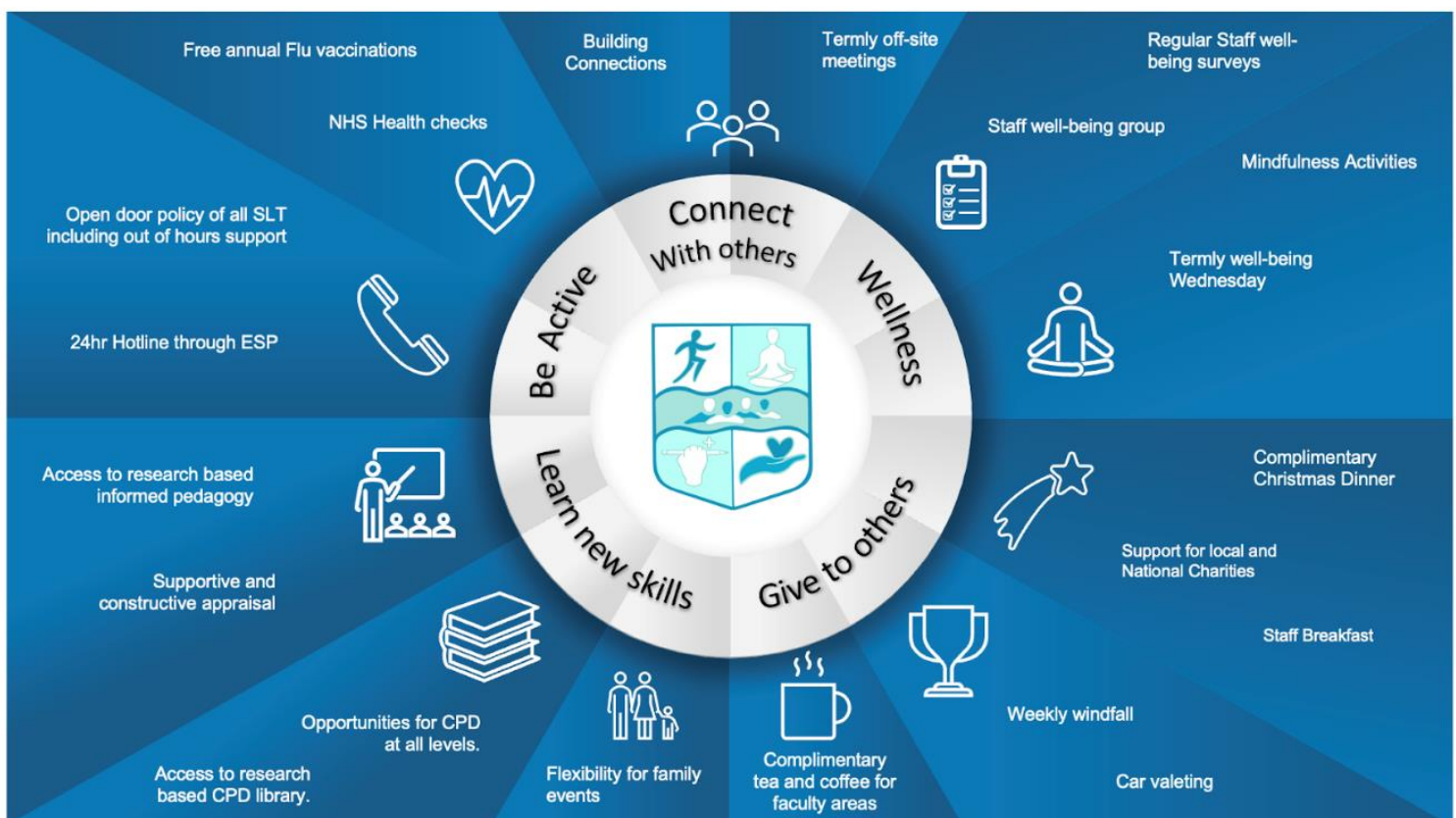
OUR SCHOOL COMMUNITY STRATEGY



At Haslingden High School and Sixth Form we are committed to supporting the mental health and wellbeing of our students and staff through our proactive approach in advocating positive mental health.

Our long term strategy:

- Prioritise staff mental health
- Support staff to take responsibility for their own and others wellbeing
- Give leaders access to the tools and resources to support wellbeing
- Have a robust communications policy that has been developed by all stakeholders
- Ensure staff have a voice in decision making
- Drive down unnecessary workload
- Champion flexible working and diversity
- Create a good behaviour culture
- Support staff to progress in their careers
- Protect leaders' wellbeing and mental health
- Hold ourselves accountable for measuring staff wellbeing



"Haslingden High School continues to be a 'good' school"



Ofsted report 2022

"Pupils behave well...they are keen to learn"

"Staff provide a wide range of enrichment activities"

"Pupils told inspectors that they feel safe...Pupils enjoy strong relationships with one another and with staff"

'Leaders, governors and staff have high expectations of what pupils and students should achieve'

"There is a strong safeguarding culture throughout the school"

"Pupils and students in the sixth form are proud to be part of Haslingden High School and Sixth Form. Pupils told inspectors that this is because it is friendly and welcoming. They enjoy coming to school."



Useful Information

Thank you for your interest in joining our incredible team of staff here at Haslingden High School and Sixth Form.

Application forms can be found at the bottom of the [vacancies section](#) of our website.

Please email your application to applications@haslingdenhigh.com

If you have any questions, please do not hesitate to get in touch.



Haslingden High School and Sixth Form

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www.haslingdenhigh.com



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