



**FUTURE
ACADEMIES**
LIBERTAS PER CULTUM



Behaviour Support Officer Recruitment Pack





WELCOME FROM OUR PRINCIPAL – Tony MacDowall

Dear Applicant,

I am delighted to welcome you to Pimlico Academy, one of the top schools in London. Pimlico Academy is a vibrant and exceptional place for learning, where students thrive in a supportive and enriching environment, guided by our vision of *“Freedom through Education.”* We firmly believe that every child deserves an outstanding education, regardless of their background, and we are committed to providing them with the opportunity to succeed.

Our **knowledge-rich curriculum** promotes academic excellence and provides the educational breadth that prepares our students for the future. Delivered by subject specialist teachers, each lesson is designed to be enriching and engaging, contributing to our students’ academic success. As a result, our students consistently achieve exceptional outcomes and secure places at some of the best universities in the country.

Beyond academic achievement, Pimlico Academy is deeply committed to **educating the whole child**. Our values of **Knowledge, Aspiration, and Respect** are embedded in everything we do, ensuring that we nurture the personal growth and character of every student. We aim to inspire, challenge, and motivate our students to aim high, work hard, and fulfil their potential.

Thank you for your interest in the **Behaviour Support Officer**. This is an exciting opportunity for an enthusiastic and dedicated individual to join our team and contribute to the continued success of Pimlico Academy.

As part of our team, you will play a key role in contributing to our holistic approach to education. If you are passionate about **academic excellence, student development**, and creating an environment where all children can thrive, we would love to hear from you.

Future Academies is passionate about diversity and inclusivity. We welcome applications from individuals who have the skills and experience to fulfil the requirements of the job description and whose values align with the ethos of Pimlico Academy. We encourage applications from candidates of all backgrounds, regardless of any protected characteristic.

If you would like to discuss the role in more detail, please do not hesitate to contact us at enquiries@pimlico.futureacademies.org.

Thank you again for your interest, and we look forward to receiving your application.

Best wishes,
Tony MacDowall
Principal
Pimlico Academy





JOB DESCRIPTION

JOB TITLE:	Behaviour Support Officer
LINE MANAGER:	Assistant Principal
HOURS:	36 hours per week, Term- Time
SALARY:	Range 4, Point 7-11 (£27,039-£28,637)
CONTRACT:	Permanent
PLACE OF WORK:	Pimlico Academy
RIGHT TO WORK:	This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations will be required in accordance with the statutory guidance
START DATE:	ASAP
STAFF BENEFITS:	<p>Future Academies recognises its employees as the most important asset and critical to its success. To demonstrate this all staff are offered the following benefits:</p> <ul style="list-style-type: none">• A supportive ethos and concern for the well-being of all colleagues.• Excellent CPD opportunities and career progression.• Employer Contributions to Local Government or Teachers Pension Scheme.• Mintago – employee benefits platform.• Employee Assistance Programme.• Access to a Virtual GP• Eye Care Voucher scheme.• Partnership with YellowNest -Salary sacrifice childcare. <p>For further information regarding our staff benefits, please visit our website.</p>
PROBATION PERIOD:	The post holder will be required to complete a 6-month probation period.

PURPOSE OF THE ROLE

As a Behaviour Support Officer, you will work closely with the Pastoral Support Leaders and Heads of Year to ensure that outstanding student behaviour and conduct around the academy is a defining feature of Pimlico Academy.

The Behaviour Support Officer will have a 'roving brief' to support student behaviour and conduct across the academy or to work with particular year groups where the need arises.

Safeguarding is the responsibility of all staff and the Behaviour Support Officer will exercise this role too, as well as being vigilant in ensuring that students are safe and their wellbeing supported.

Candidates should see the list of roles and responsibilities outlined below as their core business rather than the limit of the opportunities this role affords.

Main Roles and Responsibilities

- To work closely and collaboratively with the network of staff responsible for student welfare, behaviour and academic attainment, including Heads of Year, Pastoral Support Leaders and tutors.
- Ensure that student behaviour and conduct is exemplary around the academy, confidently challenging poor behaviour and uniform infractions and implementing the academy's Behaviour Policy consistently.
- Ensuring, with the Pastoral Support Leaders and the rest of the staff body, that movement around the academy is calm and safe and that at all times students are well-supervised.
- Work with the Heads of Year and Pastoral Support Leaders to ensure that the academy's sanctions and rewards policy is implemented effectively; work with all students to ensure that they are supported to be the very best they can be.
- To support with the running of detentions and student interventions as directed.
- To support with the running of the Improvement Room or Behaviour for Learning Centre, where pupils are placed for internal exclusions or either a short-term (20 minutes to two hours) or longer-term (one or more days).
- Undertake duties at break and lunch time as directed.
- To support with the design, delivery and monitoring of 1-2-1 and small group pastoral interventions to effect positive change in pupils' behaviour and attitudes.
- To provide cover in the absence of Pastoral Support Leaders or the Leader of the Behaviour for Learning Centre.

OTHER

- To promote the aims, values and ethos of the trust and uphold the trust Data/GDPR policy.
- To adhere to all Academy policies and procedures.
- To participate in any appropriate meetings with colleagues and parents.
- To participate in performance management arrangements with the Trust.
- To attend training courses as required and lead by example on CPD.
- To observe and promote Equalities across the Trust.
- To be responsive to school/ needs, demonstrating speed of response through own actions and proactively proposing ideas and solutions.
- To carry out any other duties appropriate to the post as required.

No job description can be entirely comprehensive, and roles develop organically over time. The post holder will be expected to support with any other duties appropriate to the role, as and when this is required.

PERSON SPECIFICATION

Qualifications and Training

Essential	Desirable
Good standard of general education (e.g. GCSE English and Maths or equivalent).	Further training or qualifications in behaviour management, child development, or related area.
Evidence of ongoing professional development.	First Aid certificate.

Experience

Essential	Desirable
Experience working with young people aged 11–16 in an educational, youth work or similar setting.	Experience working with students with SEND, SEMH, or behavioural needs.
Experience of managing challenging behaviour and supporting positive behaviour strategies.	Experience of multi-agency working and supporting families.

Knowledge and Skills

Essential	Desirable
Understanding of the factors that affect young people's behaviour and learning.	Knowledge of restorative practices in schools.
Knowledge of safeguarding procedures and child protection.	Knowledge of relevant legislation (e.g. Equality Act, SEND Code of Practice).
Ability to build positive relationships with students, staff and parents/carers.	Understanding of data analysis to track behaviour trends.
Excellent interpersonal and communication skills, including written record-keeping.	Ability to develop and deliver group work or mentoring programmes.
Ability to remain calm under pressure and de-escalate challenging situations.	ICT skills for recording and monitoring incidents.

Personal Attributes

Essential	Desirable
Empathetic, approachable and non-judgemental.	Ability to contribute to whole-school policy development.
Resilient and able to manage emotionally demanding situations.	Flexibility to adapt to changing priorities.
High standards of professionalism and confidentiality.	
Commitment to promoting equality, diversity and inclusion.	
Commitment to safeguarding and promoting the welfare of children and young people.	

WHAT CAN WE OFFER YOU?

1

Colleagues who care about the children they serve and each other.

2

A curriculum that is centrally resourced and locally owned.

3

An evidence-based hybrid CPD offer, striking balance between central input and local tailoring to context.

4

Bespoke leadership development opportunities with the chance to be involved in a year-long programme including executive coaching.

5

A thoughtfully crafted staff benefits offer through our partner, Mintago, including tax-free childcare, cycle to work vouchers, virtual GP access and much more.

6

A two-week October half term with no reduction in holidays elsewhere.

7

Integrated instructional coaching through StepLab, enabling feedback which is timely, developmental and low-stakes.

8

Access to a generous enrichment fund, outside of the school funding envelope, through a bidding process to our charity sponsor, Future.

9

We lean into the size of our MAT. With ten schools, we are small enough for you to know everybody, and big enough for you to lean on them for support.

10

We treasure staff voice and use SchoolSurveys to get benchmarked data on how our staff feel and what they think. 83% of staff feel their line manager make them do their job better, against a contextual benchmark of 69%.

APPLICATION PROCESS

1. Applying for the role

- To apply for the post, please visit our website - [Vacancies - FaceEd \(face-ed.co.uk\)](https://face-ed.co.uk)
- Applicants should complete the online application form via FaceEd. Applicants should also complete the 'Personal Statement' section of the online form to the best of their ability and use this section to demonstrate how they meet the requirements set out in the person specification. Please ensure specific examples are included.
- Applications after this date will not be considered.

2. Interview Process

- The interview process will take place as soon as possible after shortlisted has been completed. The interview will include a formal interview and may include practical tasks related to the knowledge and skills required for the role.

3. Notification & Feedback

- Candidates that have taken part in interviews will be notified as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached.
- Unsuccessful candidates will be given the opportunity to receive professional feedback.

4. Taking up the post

- The successful candidate will take up the post as soon as possible.

5. Additional information

- For further information please email Enquiries@pimlico.futureacademies.org and a member of the HR team will contact you.

6. Safeguarding

- As an educational trust, Future Academies is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the Trust expects all members of staff and volunteers to share in this commitment. An 'Enhanced Disclosure and Barring Service' check and a 'Barred List' check is required for this role.

