



## **BARTON SEAGRAVE PRIMARY SCHOOL**

### **BEHAVIOUR SUPPORT ASSISTANT (Fixed 1 Year Vacancy)**

Post: Behaviour Support Assistant

Contract Type: Fixed Term – 1 Year

Hours: 8.30am-3.15pm - Term time only + Training Days

Pay Scale: Grade F - £13.47-£13.69 per hour

Start Date: As soon as possible.

#### **Make a Real Difference: Behaviour Support Assistant**

Are you passionate about seeing every child thrive, regardless of the challenges they face? Do you have the empathy to see beyond a child's behaviour to the potential beneath?

At Barton Segrave Primary School, we don't just teach, we nurture. We are looking for an enthusiastic, inspiring, and resilient Behaviour Support Assistant to join our dedicated team. This is more than just a job; it's an opportunity to be the mentor a child remembers for the rest of their life.

#### **The Role: What You'll Do**

Working closely under the guidance of our SENDCo, you will be a vital pillar of support for our pupils. Your day-to-day will involve:

- 1:1 Mentoring: Providing a steady, supportive presence for children who need it most and at the times that need it most.
- Small Group Interventions: Leading targeted sessions that build confidence and social skills.
- Championing Potential: Working tirelessly to help every child overcome barriers to learning.

#### **About You**

You are a practitioner who believes that "one size doesn't fit all." To be successful, you should have:

- Experience: Recent experience in a primary setting, specifically with 1:1 or small group work.
- A Nurturing Mindset: Experience with nurture-based support is a plus, but a willing heart and a teachable spirit are just as important, we provide full training.
- Solid Foundations: A minimum of GCSE Grade C (or equivalent) in English and Maths.
- Passion: A genuine drive to contribute to our school's vision and values.

## **Why Join Barton Seagrave?**

We believe in growing our staff as much as our pupils. We offer:

- Personalised CPD: Professional development tailored to your career goals.
- A Supportive Culture: You'll be part of a hardworking team that looks out for one another.
- Impact: The chance to see the tangible results of your work in the smiles and successes of our children.

## **Next Steps**

We'd love to show you around! To experience the atmosphere at Barton Seagrave firsthand, please contact the school office on 01536 722793 to schedule a visit.

Closing date for applications is Tuesday 14<sup>th</sup> April 2026.

**The Fine Print:** *Barton Seagrave Primary School is committed to safeguarding and promoting the welfare of children and young people and requires all staff, governors and volunteers to share this commitment. This post is exempt under the Rehabilitation of Offenders Act 1974. Appointment is subject to a satisfactory Enhanced DBS check.*

Telephone Number: 01536 722793  
School Website: [www.bartonseagraveprimaryschool.org](http://www.bartonseagraveprimaryschool.org)  
Email: recruitment@bartonseagraveprimary.co.uk  
Please apply by: Tuesday 14<sup>th</sup> April 2026  
Job Start Date: ASAP

**Please complete the application form attached (also available on our school website) and return to the school by email or post.**

**No CVs will be accepted.**

## Person Specification

Post Title:	Behaviour Support Assistant
Grade	F
School Name:	Barton Seagrave Primary

Criteria	Essential	Desirable
<b>Qualifications</b>		
GCSE English and Maths (Grade C/4 or equivalent)	X	
NVQ Level 2 or 3 in Childcare or Education		X
Relevant behaviour management training (e.g. Zones of Regulation/ Thrive / ELSA/ Team-Teach)		X
<b>Experience</b>		
Recent experience working within a Primary School setting	X	
Proven experience with 1:1 or small group situations	X	
Experience with nurture support or SEMH needs		X
Experience mentoring or leading specific interventions		X
<b>Knowledge &amp; Skills</b>		
Understanding of primary-age learning barriers	X	
Ability to work under the direction of the SENDCo	X	
Strong de-escalation and positive behaviour skills		X
Knowledge of Safeguarding and Child Protection	X	
<b>Personal Attributes</b>		
Resilience and the ability to remain calm under pressure	X	
A passionate, motivating, and inspiring approach	X	
Commitment to the school's visions and values	X	

# **Job Description Behaviour Support Assistant**

## **Barton Seagrave Primary School**

**Reports to:** SENDCo / Senior Leadership Team (SLT) / Headteacher

**Grade:** Scale F

**Contract Type:** 1-year fixed term pending budget review

### **1. Core Purpose**

To work under the instruction and guidance of the SENDCo and teaching staff to provide focused behavioural, social, and emotional support to pupils. The primary goal is to help pupils overcome barriers to learning, promoting independence, self-esteem, and social inclusion.

### **2. Key Responsibilities**

#### **Support for Pupils:**

- Provide 1:1 mentoring and support to pupils with identified behavioural or emotional needs.
- Deliver "Nurture" based interventions to help pupils regulate their emotions and engage with the curriculum.
- Assist in the integration of pupils into the classroom environment, ensuring they feel safe and supported.
- Act as a positive role model, using trauma-informed or positive behaviour strategies to de-escalate challenging situations.
- Support pupils' social and emotional development through structured play or social skills groups.

#### **Support for Teachers & SENDCo:**

- Collaborate with the SENDCo to implement Individual Education Plans (IEPs) or Behaviour Support Plans.
- Provide regular feedback to teachers on pupil progress, behaviour patterns, and the effectiveness of interventions.
- Assist in the maintenance of a purposeful and orderly learning environment.
- Undertake administrative tasks related to pupil progress, such as recording incidents or tracking the impact of interventions.

#### **Support for the School:**

- Contribute to the overall ethos, vision, and values of Barton Seagrave Primary School.
- Participate in relevant training, staff meetings, and professional development opportunities.
- Liaise with parents/carers under the direction of the SENDCo to ensure a consistent approach to behaviour support between home and school.
- Maintain strict confidentiality and adhere to all school policies, particularly regarding Safeguarding and Child Protection.

### **3. Intervention & Mentoring**

- Plan and lead small group interventions (e.g., social stories, anger management, or confidence building).
- Identify triggers for individual pupils and develop "toolkits" for pupils to use when they feel overwhelmed.

- Monitor and evaluate pupil responses to support activities through direct observation and record-keeping.

**4. General Duties**

- Supervise pupils on visits, trips, and out-of-school activities as required.
- Attend to the pupils' personal needs and implement related personal programs, including social, health, physical, hygiene, first aid, and welfare matters.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

Employee Signature.....

Date.....