

Assistant Headteacher

Behaviour and Attitudes



Candidate Pack

Location: Bramley, Nr Guildford, Surrey • **Start date:** January 2026

Salary: Fringe L5-L10 (£57,183-£66,120 per annum)



Welcome letter from our Headteacher

Dear Candidate,

It is an exciting time to join Bramley Grange Academy as we embark on the next stage of our journey as part of the London South East Academies Trust. As a trust of 16 schools – and with more joining us in Surrey and East Sussex – we have a strong history of working across both the SEND and mainstream sectors throughout the South East.

At Bramley Grange, we are a committed team of professionals who care deeply about our pupils with SEMH (Social, Emotional and Mental Health) needs.

We are now seeking an **ambitious and dedicated Assistant Headteacher** to lead on **Behaviour and Attitudes** across the school. This is a crucial role that supports pupils in developing self-regulation and self-awareness through inclusive practices, targeted interventions, and PRICE strategies. The successful candidate will be analysing, interpreting, and identifying patterns in behaviour, and implementing appropriate interventions to support staff in the classroom and leading the inclusion support team.

You will:

- Present data and behaviour strategies to SLT and across the school.
- Hold colleagues to account in a supportive and solution-focused way.
- Lead and inspire a passionate team of five.
- Deliver timely training in behaviour strategies.
- Drive a consistent, whole-school approach to behaviour and inclusion.

This is a **non-teaching** position and requires a talented middle or senior leader with a passion for supporting whole-school development. The ideal candidate will be able to inspire, lead, and engage both staff and pupils alike.

We welcome applications from secondary-trained candidates from either a specialist or mainstream background. A good sense of humour and a positive, proactive mindset are essential.

We warmly encourage school visits and informal conversations to get to know us better.

Change is happening – if you are inspired by our exciting journey, come and join us

Conversations and visits are encouraged and are very much welcomed. For full information and to arrange your conversation/visit please contact our **Recruitment Partner, Charlotte Cuthbert** at **Cuthbert Colvill** on charlotte@cuthbertcolvill.co.uk

With kindest regards

Louise Needham
Headteacher
Bramley Grange Academy
London South East Academies Trust





About Bramley Grange Academy

Bramley Grange Academy is a special school set in 42 acres of beautiful Surrey countryside in Grafham offering education for up to 70 pupils, referred from local authorities across the South of England.

All pupils have Education, Health and Care Plans (EHCPs) with SEMH (Social, Emotional and Mental Health) as their primary identified need, though the majority of pupils have additional special educational needs such as speech, language and communication difficulties; ADHD; opposition defiance and attachment disorders.

The school has recently joined the award winning and inspirational London South East Academies Trust committed to best practice and supporting pupils and their families.

Staff at Bramley Grange work as a team to address the educational, social and therapeutic needs of the pupils in a cohesive and multi-disciplinary manner to ensure that high quality care and guidance is given to support all pupils.

At the very heart of Bramley Grange Academy is a commitment to deliver an education to pupils equal to that received by their mainstream peers along with the very best professional support to allow them to overcome their individual barriers to learning and to find the skills and talents that evidently lie within them. A bespoke approach is taken for each pupil ensuring that they are able to grow as self-confident individuals and able to confidently take their next steps in their lives after their time with us.

Bramley Grange Academy – On a Journey to Excellence

Following the success of Bramley Oak Academy (Primary SEMH), London South East Academies Trust are now welcoming Bramley Grange School into the Trust.

Bramley Grange Academy is a vital educational setting for secondary aged students with SEMH in Surrey set to become a leading hub in the area. Under the Leadership of Louise Needham, Headteacher, the school is on a journey of rapid improvement taking a relentless approach to providing the best possible education meeting the emotional and academic needs of the students.

This is a bold and powerful step forward for London South East Academies Trust, an inspirational and established Trust with a proven background in taking on struggling schools and transforming them into wonderful places to learn and work.

Bramley Grange Academy is set to become a thriving and creative learning environment prioritising student well-being, ensuring academic achievement, developing essential life skills, and giving every student the opportunity to succeed and excel.

A new talented team work alongside the Headteacher, Louise Needham, who brings with her firsthand experience of being part of the hugely successful senior leadership team at Bramley Oak Academy developing and implementing effective strategies raising teaching and learning practice and standards. Louise excels at building trusted and supportive relationships with staff and pupils. She actively promotes collaborative working encouraging new and innovative ideas to achieve the best results creating learning environments where all students can engage, learn and flourish.

The whole school team share a vision of excellence as well as having the drive, passion and commitment to propel Bramley Grange Academy forward elevating the whole community and establishing an educational setting where everyone feels valued and empowered.

Along with specialisms and enthusiasm, this new strong and robust team share resources and best practice, embedding a culture of high expectations holding the interest of the pupils at the heart of all they do.

London South East Academies Trust value all those who work for them supporting and guiding every step of the way. The Trust offers excellent training and CPD opportunities for ongoing development and career progression as well as a commitment to staff well being.

This is an inspiring time for everyone involved and be part of something extraordinary!



About London South East Academies Trust

London South East Academies Trust is a growing multi-academy trust, with a proven track record for school improvement and transformation.

The Trust currently comprises 16 schools across Bexley, Bromley, Lambeth, Surrey and East Sussex and further schools are in the process of joining. These include SEMH, alternative provision, PMLD, ASD and five mainstream primaries.

We are committed to ensuring every child and young person has access to the high-quality education they are entitled to and deserve, no matter what their need or background. Each of our schools is unique and deeply rooted in its community.

We work closely with our partners and stakeholders, including Local Authorities and other agencies, taking a fully holistic approach for every individual child.


Part of London & South East Education Group, the Trust is sponsored by London South East Colleges – a further and higher education college with campuses across the region, delivering a wide range of qualifications from entry level to degrees.

This unique structure provides seamless transition ensuring every pupil (and their family) has a clear line of sight to the next stage of their education and beyond.

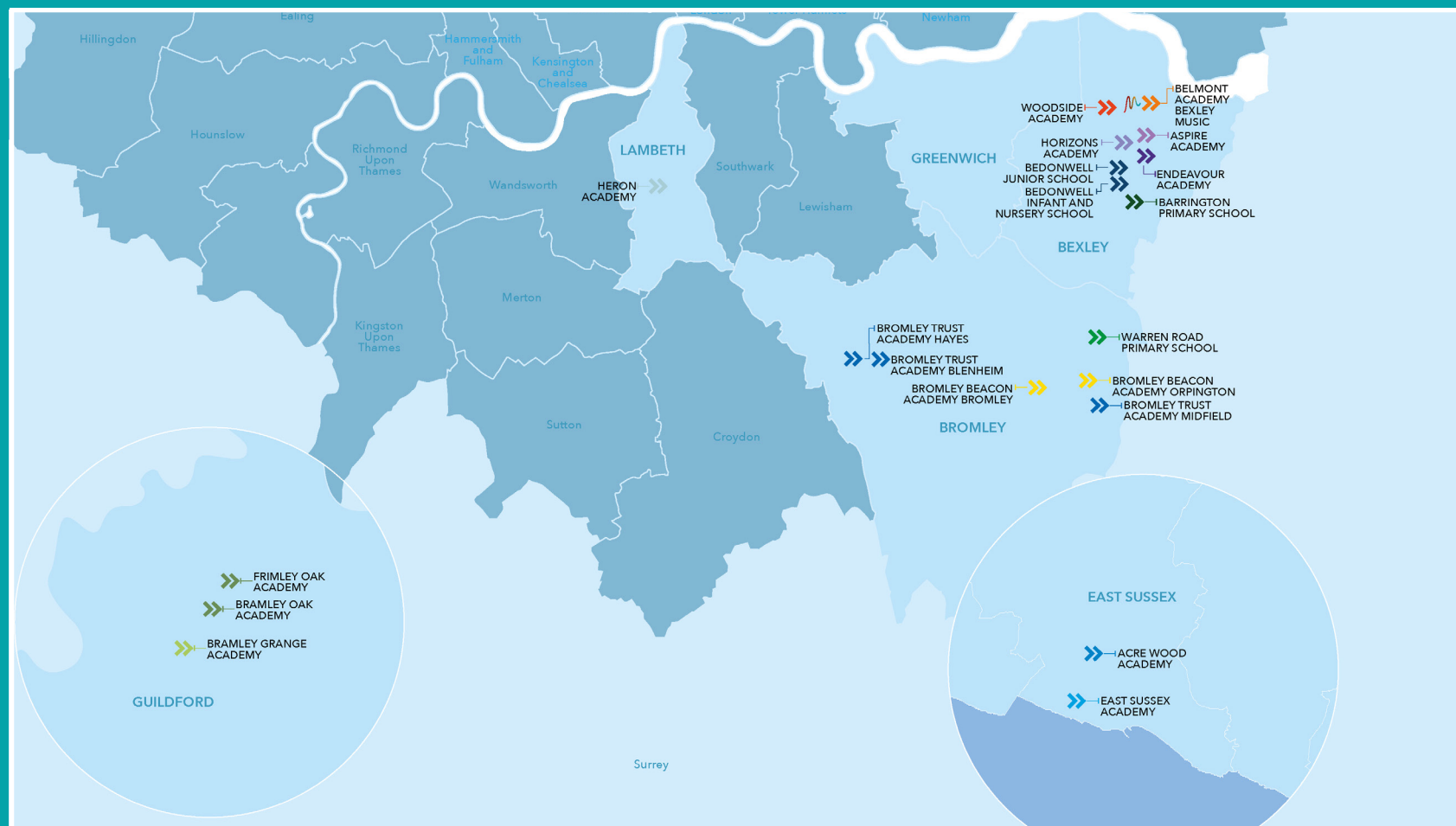
For staff, there are exceptional benefits that come from being part of this larger organisation including: high quality training and CPD, sharing of best practice at all levels and exceptional progression opportunities across a range of provisions.

With our ambitious growth plans and a strong commitment to providing outstanding education for all, there has never been a better time to join our exciting organisation.

***London South East Academies Trust –
transforming lives through the power of learning***



Our Schools



For an insight of what you can expect from being part of London South East Academies Trust please click on the link

www.youtube.com/watch?v=38rhD1Xjuq0



Our Culture

We do not apply a 'one size fits all' approach at London South East Academies Trust – nor do we impose a top-down culture.

We strongly believe that school leaders are the best placed people to make key decisions about their schools and their staff. In any partnership with us, curriculum choices, culture and vision for learning are all tailored to an individual school's community. We encourage and expect strong leadership, personal accountability, agency and self direction from every school leader – while providing them with full support.

This is balanced by the importance we place on shared mission and values: these are our non-negotiables which our family of schools live by. All our pupils and staff benefit from effective collective practices, including our extensive resources, brand and positive reputation that comes from being part of the Trust and the wider Group.

In establishing our culture, we have taken the best ideas from across the wider education sector and combined them with our own experience in running successful, sustainable schools and colleges.

We are values driven, with high expectations. We have a relentless focus on ensuring every child and young person can achieve their potential. We do the right thing, ethically and morally.

We look after our most valuable assets – our staff – and prioritise giving all our pupils the very best educational experience.

Our Values

SUCCESS

Success is for all: we create a culture of continuous improvement, encouraging all pupils and staff to strive to be better, and succeed.

TEAMWORK

We work together to maximise the talent and abilities of all, with our pupils central to every choice we make.

ACHIEVEMENT

We have ambition for our pupils and staff so that they can achieve and exceed with courage, resilience and determination, realising their own unique potential.

RESPECT

We empower our pupils and our staff to be respectful, to value diversity and to maximise this as a talent and strength.

SERVICE

Our purpose is to serve our pupils and our communities. Leaders at every level serve with integrity, ensuring our pupils achieve and progress in society.our pupils achieve and progress in society.



Job Description

**BRAMLEY
GRANGE
ACADEMY**

Assistant Headteacher – Behaviour and Attitudes

Bramley Grange Academy – London South East Academies Trust

Salary: Surrey Fringe L5-L10 • **Contract:** Permanent • **Reporting to:** Headteacher



Job Description

Job Title: Assistant Headteacher – Behaviour, Attitudes & Inclusion

Salary: Leadership Scale (dependent on experience)

Reports to: Headteacher **Responsible for:** Inclusion Support Team

Role Key Purpose

To work closely with the Headteacher and Senior Leadership Team (SLT) to lead on behaviour, attitudes, and inclusion across the school. This role is pivotal in creating and maintaining a culture where high standards of behaviour, positive attitudes to learning, and inclusive practice are embedded in daily school life. The postholder will lead the Inclusion Support Team, champion inclusion, and implement strategies to support students' emotional, behavioural, and social development – removing barriers to learning and ensuring every child thrives.

Key Responsibilities

Strategic Leadership & Line Management

- Lead, manage, and support the Inclusion Support Team, modelling outstanding practice and ensuring consistency and alignment with school policies and expectations;
- Work collaboratively with the SLT to set the strategic direction for behaviour and inclusion across the school;
- Contribute to the development and implementation of the School Improvement Plan in relation to behaviour, interventions, and inclusion;
- Lead the design and delivery of high-quality CPD and training programmes for staff, focused on behaviour management, trauma-informed practice, and inclusive pedagogy.

Behaviour and Attitudes

- Develop, implement, and monitor whole-school behaviour systems, ensuring a consistent and fair approach is applied across all year groups;
- Promote a culture of high expectations, positive relationships, and personal responsibility in pupils;
- Coordinate pupil arrival and departure each day, ensuring procedures are safe and well-supervised;
- Organise and oversee the detention system, including supervision, tracking, and restorative follow-up;
- Oversee systems for the distribution, collection, and monitoring of homework to support positive learning behaviours;
- Identify and implement proactive behaviour interventions that support **the development of the whole child**, including emotional regulation, resilience, and social skills.

Job Description continued

- Use behaviour, attendance, and pastoral data effectively to monitor trends, evaluate interventions, and inform early support and solution-focused strategies;
- Provide professional guidance to staff in identifying appropriate responses and tiered interventions to reduce persistent behaviours and promote inclusion;
- Train, guide, and support staff in the use of de-escalation strategies and positive handling techniques, such as PRICE (Protecting Rights in a Caring Environment) or equivalent, ensuring safe and effective behaviour management across the school.

Inclusion and Pupil Support

- Develop and deliver personalised, time-limited mentoring programmes to support students experiencing emotional and behavioural difficulties;
- Lead on the identification and coordination of early help strategies and individual support plans, working closely with pastoral teams and external agencies;
- Promote inclusive practice by ensuring the needs of vulnerable learners (e.g., SEND, SEMH, EAL, looked-after children) are effectively identified and supported;
- Ensure all interventions are underpinned by the school's inclusive ethos and contribute meaningfully to pupils' social, emotional, and academic development.

Pupil Engagement and Supervision

- Supervise and positively engage with pupils during structured (lessons, assemblies) and unstructured (breaks, transitions) times;
- Model and reinforce high expectations of social conduct and learning behaviours;
- Take a lead role in conflict resolution between pupils, supporting them in developing self-awareness, problem-solving, and emotional literacy.

Professional Conduct and Ethos

- Uphold and actively promote the school's values, vision, and ethos in all interactions with pupils, staff, and parents;
- Maintain clear professional boundaries and confidentiality at all times;
- Actively contribute to a positive, supportive, and ambitious school culture.



Person Specification

Attributes	Essential	Desirable
Qualifications		
• Qualified Teacher Status or QTLS or working towards		✓
• Has gained or working towards an Honours Degree		✓
• Evidence of recent and relevant further professional development	✓	
• Higher Degree or NPQ or commitment to achieve NPQ or equivalent within two years		✓
Knowledge and Experience		
• Understanding of current trends and policies in education	✓	
• Senior Leadership Team experience in a secondary school		✓
• Successful teaching experience in at least two secondary schools or a significant variety of roles in the same school	✓	
• Leading teams effectively	✓	
• Proven track record in implementing strategies and interventions to rapidly raise behaviour standards	✓	
• Developing and implementing school wide systems such as School Self Evaluation and Appraisal	✓	
• Effective working with variety of stakeholders such as students, parents, governors and the wider community	✓	
• PRICE or similar physical intervention and de-escalation experience		✓
• School Development and Improvement planning within a secondary school		✓
Skills and Competencies		
• Outstanding professional role model for others	✓	
• Able to inspire, challenge and motivate others	✓	
• Strategic planning and thinking	✓	
• Anticipate problems, develop creative solutions	✓	
• Set and achieve ambitious, challenging goals and targets for self and others	✓	
• Listen to and reflect on feedback from others	✓	
• Excellent presentation skills	✓	
• High level of oral, written and ICT skills	✓	
• Able to build and maintain positive relationships with individuals and groups	✓	
• Ability to manage change, conflict and empower others	✓	
• Prioritise, plan and organise self and others	✓	
• Good reasoning powers and ability to make balanced judgements in a variety of situations	✓	
• Use of Data including ability to analyse and form action plans		✓
• Ability to represent school at a local, regional and national level		✓
• Collaboration with others within and beyond the schools		✓

Person Specification continued

Attributes	Essential	Desirable
Other Qualities		
• Ambitious for the school and self	✓	
• Relentless optimism	✓	
• Genuine concern for the welfare of staff and students	✓	
• Able to work under pressure and manage own stress	✓	
• Willing to accept the demands and challenges of the post and respond in a flexible manner	✓	
• A strong sense of loyalty, integrity, enthusiasm and dynamism	✓	
• A strong sense of professionalism, commitment to upholding standards and setting an appropriate example	✓	
• An understanding of, and commitment to, the Academy's Equality and Diversity policies	✓	
• An understanding of, and commitment to, the Academy's Health and Safety Policies	✓	
• The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment	✓	



For full details of this opportunity or to arrange a visit to Bramley Grange Academy, please contact:

Charlotte Cuthbert
Cuthbert Colvill Education Recruitment
E: charlotte@cuthbertcolvill.co.uk/T: 07967 111228

Closing date: 9am Monday, 6th October 2025

Shortlisting date: Tuesday, 7th October 2025

Interview date: Week commencing Monday 13th October 2025

Please Note: As this is an important role, Bramley Grange Academy reserve the right to close this position early upon receipt of suitable applications.

