



CANDIDATE PACK

IST



Start date:
ASAP

Location:
Guildford,
Surrey,
GU5 0LH



About Us

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

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

BRAMLEY
GRANGE
ACADEMY



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GRANGE
ACADEMY



About the Trust

Our school is part of London South East Academies Trust - a multi academy trust sponsored by London South East Colleges. In 2024 the Trust was formally recognised and awarded as the TES Small Trust of the Year.

Our vision is to create a future where every child, in every school, can flourish every day.

- Give all children an inspirational school offer
- Ensure the educational achievement of every child and young person entrusted to us.
- Have a relentless focus on accelerating learning
- Reward ambition and high aspirations through all of our schools

Read more on the trust website:
LSEAT.co.uk



LONDON
SOUTH EAST
ACADEMIES



TRUST

Our choice's matters

BE BRAVE - with every choice

BE KIND - in every action

BE HONEST - and therefore trustworthy

LISTEN - so we understand

FORGIVE - when mistakes are made

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Job Description

Job title: IST

Salary: H18 on the LSEAT Harmonised Payscale

Contractual Hours: 36 Hours

Contractual Weeks: Term Time Only

Position Status: Permanent

About our Vacancy:

We are seeking an exceptional and inspiring IST to join Bramley Grange Academy, a special school set in 42 acres of beautiful Surrey countryside in Grafham..

Our Inclusion Support Team (IST) is at the heart of helping students feel safe, supported, and ready to succeed. The team works closely with students, families, staff, and external professionals to provide high-quality pastoral and behavioural support, ensuring that every young person has the opportunity to thrive both academically and personally.

As part of the IST, you will build positive relationships with students, respond to pastoral and wellbeing needs, and help deliver targeted interventions that promote engagement, confidence, resilience, and independence. You will play an important role in supporting positive behaviour, encouraging student voice, and helping to create an inclusive environment where all students feel valued and supported. Through collaboration with colleagues across the school, you will contribute to improving outcomes for students and removing barriers to learning.



Bramley Grange Academy is a vibrant, inclusive, and rapidly improving school at the heart of its community — and there has never been a better time to join us.

As we continue our journey of school improvement, we are driven by a clear ambition to provide exceptional education and unforgettable primary experiences for every child. Our values of kindness, honesty, forgiveness, bravery, and listening shape everything we do, creating a culture where pupils feel safe, staff feel supported, and families feel welcomed.

With a renewed focus on high-quality teaching, an engaging curriculum, and a passionate team eager to make a real difference, Bramley Grange Academy is a place full of opportunity, purpose, and positive change.

Job Description

Main purpose of the role:

- To ensure that pastoral and behaviour needs of the young people are met effectively both on and off-site
- To support communications of pastoral and behaviour concerns with parents and carers and the whole staff team
- To create and support the delivery interventions, programmes and activities for young people to support learning and self-management of behaviour
- To be immediate responders to pastoral and challenging behaviour issues
- To supervise and monitor the reporting of significant incidents and the use of restrictive physical intervention and the subsequent analyses and monitoring of these behaviours
- To co-ordinate the pastoral and behaviour support of young people under the supervision of the Behaviour Lead/IST Operations Lead
- To lead the Student Voice within UPS.
- To aid in the RA and PBS update process liaising with all areas of the school
- To track and monitor Social and Emotional development within the student body



Key Accountabilities

- Working as part of a team, build and sustain supportive relationships with pupils, supporting them in all aspects to help them to recognise and optimise learning opportunities available to them.
- To provide behaviour logs and summaries for analysis.
- To support and monitor the recording of occurrences, significant incidents and RPIs, supporting any further actions including debriefs for pupils and staff when necessary.
- To provide feedback to staff and Senior Leadership Team (SLT) about notable and significant pastoral or behaviour concerns through daily briefings and email.
- To provide first aid support during the education day.
- To recognise and respond to challenging stereotypical views, bullying or harassment.
- Respond to any other role specific duties requested by Grafham Grange's SLT.
- To develop and maintain relationships by being a point of contact for therapy, pastoral, behaviour, education and SLT teams.
- To work collaboratively with colleagues, knowing when to seek help and advice.
- To keep accurate records and report to the appropriate parties.
- To maintain a high standard of service in all areas and keep up to date with current training mandates and where applicable, to disseminate training and feedback to the school staff team.
- Keeping up to date with statutory requirements and current good practice guidelines pertaining to the role.
- Any other reasonable requests made by the Principal and/or senior leadership team.

Why work at Bramley Grange Academy?

Staff Comments:

- The interview process was very pupil focused, which highlights the emphasis on positive relationships between staff and pupils. (Inclusion Support Team – Joined Jan 2026)
- The school has moved in such a positive direction since I previously worked here. (Learning Mentor – Joined Jan 2026)
- We are empowered to have the autonomy and flexibility to manage situations as we see fit. (Primary Teacher – Joined Jan 2026)
- Staff are very welcoming and supportive. They check in regularly when you first join. (Learning Mentor – Joined Feb 2026)
- The parents are lovely and incredibly supportive of the school. There is a real sense of community between the home and school (Front of House – Joined Nov 2025)
- We are committed and driven ensure all pupils succeed in every area of their development. With a culture of warmth and nurture, coupled with a belief which instils high expectations in all. (Assistant Head of School – Joined Nov 2025)

Pupil Comments:

- I like coming to school because I have a lot of friends. I enjoy being outside fishing because it is quiet. (Year 8)
- The staff are helpful and supportive. (Year 10)
- The school has improved a lot, especially the behaviour. (Year 10)
- Everyone is lovely! I like playing football at lunch. The staff are welcoming and it is a well run school. (Year 9)
- Staff help me to manage my emotions when I am dysregulated. (Year 7)
- I've been supported to apply to college. I am now going to my first choice to study the course that I wanted to. (Year 11)

Our Values:

Be Brave • Be Kind • Be Honest • Listen • Forgive

Come and visit:

We believe we have a great school that is on the journey to achieve something amazing. We always welcome visits, so you can see the school in action and hear from our wonderful staff and pupils. We strongly encourage you to visit prior to making any application. Please contact Wendi Langford (School Business Manager) at wendi.langford-mcgoough@bramleygrange.lseat.org.uk to organise.

What we offer

- Friendly, enthusiastic, delightful pupils and students who teach us something new every day
- A committed and caring staff team who support and develop each other
- A proactive and supportive SLT who are actively mindful of workload
- A collaborative approach to planning and problem-solving
- A comprehensive induction and an ongoing extensive CPD programme
- Opportunities to develop your skills and talents
- Small class sizes with high staff/pupil ratio
- Advantages of belonging to a multi-academy trust, e.g. discounts on gym and wellbeing services, access to free and confidential Occupational Health and Employee Assistance Programmes
- Excellent Pension Schemes - Including employer contributions to the Teachers' Pension Scheme, Local Government Pension Scheme, or Nest.
- Professional Development - Access to high-quality training, leadership development, and career progression opportunities
- Employee Assistance Programme - Providing free, confidential support.
- Travel Support - annual season ticket loan and cycle-to-work scheme.
- Well-being and Lifestyle Benefits - including access to gym discounts, discounts in our in-house college restaurant, and reduced-price hair and beauty treatments.
- Free Onsite Parking - available at our schools.
- Free mortgage and financial advice - Get 15% off wills with Radnew and Mortgages.



How to apply

If you wish to discover more about this exciting opportunity, request a copy of this candidate pack or an application form, please view our vacancies page [here](#).

