



Behaviour Support Lead

Start Date: ASAP

37 hours per week term time only + INSET days and an additional 5 days to be worked as required

Hours of work between 8.30am-4.30pm Mon-Thursday (8.30am- 4.00pm on Friday)

Full time equivalent starting salary £30,019 (actual pro rata salary £26,759 gross per annum)

Hillview Range 7 Points 14-18

WHY CHOOSE US?

Do you want to be part of a community which offers a positive, exciting and rewarding place to work? Hillview School for Girls is a popular, high achieving, non-selective school based in Tonbridge, Kent. Our calm and focused environment, where students are keen to learn, achieve and appreciate their staff's dedication and support, are the main reasons why people love to work at Hillview.

We are excited to introduce a new Behaviour Support Lead role as part of our ongoing commitment to providing outstanding pastoral support for our students. This is a unique opportunity to help shape a developing role within a highly successful school and make a genuine difference to the lives of young people.

We are looking for a confident, resilient and proactive individual who can build positive relationships with students whilst maintaining high standards and clear expectations. This role would particularly suit someone with a background in the Armed Forces, emergency services, youth work, care or other environments where leadership, communication and professionalism are key.

The successful candidate will be a positive role model who understands the importance of consistency, accountability and mutual respect. We are seeking someone who can be firm but fair, establish clear boundaries and support students in making positive choices, helping them to thrive both academically and personally.

As this is a newly created position, the successful candidate will have the opportunity to contribute to the development of the role and play an important part in shaping the support we provide to our students.

Responsibilities may vary but will include:

- To plan and provide individual and/or group support or activities for students at risk of becoming disaffected or disengaged
- To support students in developing the necessary skills to overcome barriers to demonstrating positive behaviour for learning in the classroom
- Identify when a student is struggling emotionally and be able to support as necessary, referring relevant concerns
- Maintaining a positive and nurturing atmosphere that supports all students to actively engage with learning
- To support the reduction of suspensions, isolations and the raising of attendance for identified students

Please use the contact details below if you would like the opportunity to tour the school

The school may interview early in the case of an exceptional candidate

Please return a completed application form, to Mrs A Dennett, HR Manager, Hillview School for Girls, Brionne Gardens, Tonbridge, Kent, TN9 2HE or by email: dennetta@hillview.kent.sch.uk

Tel: 01732 352793 Ext 180

Closing date: Monday 19 October 2026 (Interview date to be confirmed)

Hillview School is committed to safeguarding and promoting the welfare of all our students and we expect all staff to share this commitment. The successful candidate will be subject to an enhanced DBS check.

