

FRESH FUTURES

Improving lives, inspiring change

Job Vacancy:

Learner Behaviour Support Worker - KS3/KS4

Hours of Work: full time, fixed term contract, term time only (includes 5 INSET days)

Monday, Tuesday & Thursday 08:30- 15:00, Wednesday- 08:30- 15:45 & Friday- 08:30-15:00

Salary: £17,948.16

Location: Huddersfield

Closing Date: 16/12/2025

Interview Date: TBC

Please note that we are unable to offer visa sponsorship for applicants requiring work authorisation outside of the country

THE CHARITY

Fresh Futures is a regional charity working with vulnerable and disadvantaged children, young people and their families, within Kirklees and surrounding areas. Our vision is that all young people have opportunities for a better life, now and in the future. We are thoughts leaders and together with partners, we deliver outcomes through four interwoven strands of activity - providing education services and facilities, building healthy relationships, promoting health and wellbeing and improving employability skills

THE ROLE

An exciting opportunity has become available within Fresh Futures' Brian Jackson College Team. We are seeking enthusiastic Learner Behaviour Support Workers to join our team at the Huddersfield provision working across KS3/KS4.

Why the role exists and overall responsibility

The successful candidate will play a vital role in providing support to young people, with social emotional and mental health needs, to help reduce barriers to learning, improve attainment and educational outcomes. Successful candidates will implement behavioural interventions to support engagement and promote self-confidence, you will also provide activities during non-teaching time to support the development of the social skills and emotional wellbeing of all pupils, to support our organisation's ethos.

Main activities

- Assist with pupils social, emotional, and mental health (SEMH) needs with guidance from the Nurture Manager and Inclusion Manager
- Contribute to the delivery of successful lessons by providing supporting to tutors
- Encourage pupils to remain engaged in their education whilst promoting positive behaviour
- Support pupils during offsite visits and vocational educational activities
- Promote independence and life skills through student led activities
- Assist and support pupils with the development of key life skills
- To work proactively with new pupils assisting in a successful transition to Brian Jackson College
- To assist in the development, implementation, review, monitoring and evaluation of

behavioural improvement and support plans

- Any other duties relevant to the FF and Brian Jackson College
- Actively support the staff team in the behaviour management of pupils between lessons and at social times

Safeguarding Duties and responsibilities

- The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- All staff must be able to identify any children who are at risk of harm and know the characteristics of abuse and neglect. If you suspect or confirm then it is essential, you know what actions to take.

In addition Learner and Behaviour Support workers

- Are responsible for completing factual and accurate recording of behaviour and safeguarding using the schools MIS (CPOMs & Behaviour Watch)
- Keep up to date with safeguarding, keeping children safe, prevent and other relevant policies for safeguarding within education.
- A willingness to support and drive the school's vision and ethos.

Knowledge, training and experience required

- Experience within SEMH and behavioural needs setting
- Experience of working with young people at KS3 & KS4 in an educational setting (formal or non formal) setting
- GCSE or equivalent in Maths and English.
- Teaching assistant qualification (desirable)
- Experience of Safeguarding children in education
- Knowledge of childhood trauma (desirable)
- Positive handling training (desirable)
- Must have a solid understanding of nurture and be willing to adapt to the colleges nurturing ethos
- Driving licence desirable and willing to travel across both provisions

Key personal characteristics

- A team player with a positive, solution focused approach
- Flexible and reliable
- Inspiring, enthusiastic and enjoys working with young people
- Ability to work with young people who exhibit regular behavioural and emotional difficulties
- High tolerance levels
- A calm, understanding approach
- Resilient and able to adapt quickly to change
- Strong communication skills, both written and verbal
- Organised and excellent management skills
- Ability to relate effectively with pupils and staff
- Responds positively to resolve problems effectively ensuring that all are happy with the outcome
- Ability to work independently and use own initiative
- Works within data protection guidelines and always maintains confidentiality.
- Ensures personal and departmental appearance is of a high standard.
- Ability to work with young people from diverse social backgrounds

If you do not have a copy of the application form and associated documents, please download them by visiting <https://freshfutures.org.uk/get-involved/work-with-us/>

Completed application forms should ideally be emailed to us at Brigitte.barrowclough@freshfutures.org.uk or be posted to Brian Jackson College, Wellington House, Lincoln Street, Huddersfield, HD1 6RX and must arrive no later than the closing date and time specified.

For further information regarding the role please contact Brigitte Barrowclough (KS3/KS4) on 01484 431962 or at brigitte.barrowclough@freshfutures.org.uk.