



Position: Pastoral and Intervention Specialist x 2

Hours and Salary: 37 hours per week 39 weeks per year Grade 6 £33,143 to £37,280 pro rota

School and Location: Bents Green School, Ringinglow Road Site

Contract type: Permanent

Closing date: 13 October 2025

Shortlisting date: 14 October 2025

Interview date: 22 October 2025

About our School

At our core, we are a kind, resilient, and patient team who believe that no two days are the same when working with young people. Guided by the principle that behaviour is communication, we provide a trauma-informed, student-centred approach that recognises and responds to the complex needs of every learner.

We are committed to inclusion and practice unconditional positive regard, ensuring each student feels valued, respected, and safe. Through a culture of nurture and adaptability, we create learning environments where trust can grow and progress can be made.

As team players, we are reliable and collaborative, working together to deliver consistent support that leads to improved student outcomes. We celebrate the small wins, and understand that every journey is unique, and we adapt our approach to meet students where they are, empowering them to achieve their full potential.

About the Trust

This is an exciting opportunity to join an award winning Multi Academy Trust and be part of a welcoming and supportive team that serves amazing children and young people. Nexus Multi Academy Trust was founded in 2016, with 17 unique SEND and mainstream academies.

We are a growing, forward thinking and innovative Trust with a shared ethos, vision and values for a personalised child centred approach. We are committed and invested in "Learning together, to be the best we can be" and it is as relatable to every employee and partner of our Trust as it is to our children, young adults and their families.

Please see a copy of our most recent prospectus, for further information.

Our Opportunity

We are seeking to appoint 2 highly motivated, enthusiastic, hardworking and flexible Pastoral and Intervention Specialists to join a team of dedicated staff who are committed to providing an excellent learning environment and become part of a successful team in a busy working environment.

Whether you are experienced and have worked within a mainstream or specialist education setting, or someone who has exceptional vocational skills and a real drive to make a difference in children's lives, you must be able to provide our children with aspirations for their futures along with promoting a positive culture in everything you do.

Knowledge of SEN will be advantageous and you must be able to respond to the emotional, social and mental health needs of our children and young people. You will be required to ensure the safety of our children and young people and facilitate their access to learning by responding to individual needs, which may include personal care and hygiene needs such as toileting and nappy changing.

Via your excellent interpersonal skills, you will have the opportunity to make judgements on the attainment and progress of our students and be able to help them celebrate success.

You will be working as part of a team supporting whole class lessons, group work and working one to one with pupils. You will be part of a committed staff team who are motivated every day by improving the life chances of our children and young people.

The Role

Key focus areas:

- Responding to behaviour incidents via the 'On Call' system
- Supporting students in crisis
- Leading debriefs and reflective practice
- Coaching and upskilling staff
- Contributing to behaviour strategy and data analysis
- Promoting positive, trauma-informed approaches.

Key Responsibilities:

- Respond to incidents and support de-escalation.
- Work directly with students and support regulation.
- Support tutor teams with behaviour strategies.
- Maintain and review ISPs and Risk Assessments.
- Lead debriefs and reflective discussions.
- Deliver and contribute to CPD
- Collaborate with families, staff and external agencies.
- Record and analyse behaviour data.
- Promote safeguarding and wellbeing across school

Person Specification

- Understands that all behaviour is communication.
- Has experience supporting students with autism and SEMH needs.
- Has strong interpersonal and communication skills
- Is confident in high-pressure situations
- Holds Team Teach training.
- Can challenge and support colleagues constructively
- Is trauma-informed and values unconditional positive regard
- Has good IT and written skills.
- Is committed to safeguarding and inclusion
- Thrives as a member of a hardworking, fast paced and reliable team.

What we offer

- A welcoming and reflective team culture
- High-quality professional development
- Opportunities for leadership and CPD delivery
- A commitment to staff wellbeing
- A meaningful role where you will make a daily difference.

What you can expect from us

Wellbeing – Pay – Careers and Training – Annual Leave and Flexibility

- ✓ Access to free wellbeing support resources including counselling, medical and legal advice and an option to top up to private healthcare via corporate membership of a healthcare plan.
- ✓ Access to discount schemes for savings with high street retailers, restaurants, activities and lifestyle services
- ✓ Auto enrolment into a leading pension scheme with Teachers Pension Scheme or Local Government Pension Scheme
- ✓ Access to extensive and tailored career pathways, CPD programmes, training and coaching giving you the opportunity to grow and develop your career
- ✓ An Induction package to help you settle in and approach your role with confidence and enthusiasm
- ✓ The ability to contribute to and share quality practice with other professional TAs, Teachers and the wider team
- ✓ Internal opportunities across the Trust academies and to work with specialised leaders in education on nationally recognised projects
- ✓ Flexible working policies
- ✓ Cycle to Work Scheme
- ✓ Annual leave increases based on length of service plus bank holidays for support staff

To apply

For an application form please contact recruitment@bentsgreen.sheffield.sch.uk

Completed applications to be sent to recruitment@bentsgreen.sheffield.sch.uk

All candidates are advised to refer to the job profile before making an application.

We reserve the right to close this advertisement early should we receive a high volume of suitable applications.

Further information

For an informal and confidential conversation about the role, please contact El Drayson, Head of School, Ringinglow Road Site. Telephone 0114 2363545

Further information can be found on our school website www.bentsgreen.co.uk

Nexus Multi Academy Trust is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.



Safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed.

This post involves working with children and young people. If successful you will be required to apply for a disclosure of criminal records check at an enhanced level and a barred list check. Further information about the Disclosure and Barring Service and can be found at www.gov.uk/disclosure-barring-service-check.

We are an equal opportunities employer committed to recruiting and retaining a diverse workforce.