



Student Behaviour, Reflection & Reintegration Lead

Start Date: September 2026

Salary: Unqualified £22601 - £35,259 / MPS £32,916 - £45,352

Trinity School, part of the Newbury Academy Trust, is seeking to appoint a Student Behaviour, Reflection & Reintegration Lead to manage our Internal Reflection Room (IRR) and support students to reflect, re-engage and return successfully to their lessons. This is a highly rewarding role at the heart of our pastoral provision, combining structured academic support with focused behaviour and reintegration work.

At Trinity, we have exceptionally high expectations, a strong sense of community and a deep commitment to belonging, inclusion and academic excellence. The successful candidate will work closely with teaching staff, pastoral teams and parents to ensure students placed in the IRR are supervised, supported academically, and guided through a structured reflection process, so that behaviour becomes a springboard for improvement rather than a barrier to learning.

This role would suit a qualified teacher, or someone aspiring to move into teaching, who is looking for a meaningful and hands-on role working closely with students who need it most. The Trust is committed to supporting the professional development of the right candidate, and for someone wishing to progress into a teaching career, we would be pleased to discuss routes into qualified teacher status alongside this role.

We are seeking applications from colleagues who:

- actively enjoy working with children and young people, and are empathetic to their needs
- are confident supporting students with academic work, particularly in English, Maths and Science
- are calm, consistent and authoritative, with a strong understanding of behaviour management and structured intervention
- are highly organised, with excellent attention to detail for record-keeping and statutory documentation
- are able to track and interpret behaviour and intervention data to inform next steps
- are values driven, reflective, and aligned with Trinity's ethos and culture

In return, we offer:

- A supportive, collaborative team culture
- A strong commitment to professional development at every stage, including support for those wishing to progress into teaching
- Talented colleagues and enthusiastic students
- Financial Support for Career development*
- A fully funded private healthcare package
- Subsidised rates in our on-site gym

(*for some NAT courses)

This post would suit someone with experience of working with children and young people in a secondary school or similar setting, particularly those with behavioural, pastoral or engagement needs, who is looking to make a genuine difference to students' outcomes and life chances.

If you feel that you are a good fit for this role, we would like to hear from you. Application is by application form and supporting letter to Dr C Wilson, Executive Headteacher, the former to include the names and addresses of two appropriate referees.

Your letter should outline your experience to date and how you would contribute to the pastoral and behaviour support team at Trinity, and, where relevant, your aspirations towards a future career in teaching. Applications should be sent via email to hr@trinity.newburyacademytrust.org

Further details can be obtained from the HR Team on 01635 510500, by email to hr@trinity.newburyacademytrust.org or visit our website <https://www.trinitynewbury.org/>

Please note: The Trust reserves the right to interview suitable candidates before the closing date.

The school has a commitment to safeguarding and promoting the welfare of children. This role is not exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. All shortlisted candidates will be subject to online checks, they will also be asked to complete a criminal records self-disclosure form and successful candidates will be subject to Disclosure and Barring Service (DBS) checks along with other relevant employment checks.

This role has been identified as public facing in accordance with Part 7 of the Immigration Act, and therefore the ability to fulfil all spoken and written aspects of the role with confidence in English will be required.

Closing date: 31st July 2026 (9am) **Interviews:** Soon thereafter

