



Ravens Wood School

Behaviour Coach and Cover Supervisor

36 Hours per week 40 weeks a year

Scale 4 point 9 (£31,158 FTE) actual salary £27,242

We are an ambitious and creative school that believes in developing talent from within. Our forward-thinking leadership team ensures all staff are supported and inspired to be their best.

We are seeking an adaptable and dedicated individual to join our Behaviour and Cover teams as a Behaviour Coach & Cover Supervisor, providing flexible support according to the needs of the school.

We are looking for someone who:

- Is committed to providing high-quality support for students
- Works well under pressure and remains calm in challenging situations
- Can collaborate effectively while also taking initiative
- Inspires and motivates students through positive relationships
- Is empathetic, resilient, patient, and flexible
- De-escalates confrontation effectively
- Has good ICT skills and (ideally) experience using Bromcom

In return, we offer:

- A comprehensive induction and continuous professional development
- A supportive and forward-thinking Senior Leadership Team
- Access to a 24/7 Employee Assistance Programme (EAP)
- A friendly, inclusive working environment
- Free staff use of our on-site fitness suite
- Excellent catering facilities including a coffee shop

We welcome applications from all backgrounds and are particularly keen to increase representation from ethnic minority groups within our staff. Diversity of experience and perspective enriches our school community and strengthens our provision.

We are committed to safeguarding and promoting the welfare of children. The successful candidate will be required to undertake an enhanced DBS check.

To apply please download an application form from our website under Support Staff vacancies at www.ravenswood.bromley.sch.uk

Closing Date: Monday 3rd November 2025 at 9am

Early applications are encouraged; the vacancy may close once a suitable candidate is appointed.

For enquiries, contact **Jo Acott** at jobs@rws.uk.net or **01689 856050**.

Ravens Wood School, Oakley Road, Bromley, BR2 8HP

Ravens Wood School is part of the Impact Multi Academy Trust.



Ravens Wood School

Job Description – Behaviour Coach and Cover Supervisor

Role Purpose

This is a dual-role position, combining responsibilities from both the Behaviour Coach and Cover Supervisor teams. The successful candidate will be deployed flexibly depending on the school's needs.

Behaviour Coach Duties

- Mentor and support students with behavioural concerns
- Assist in the daily running of bespoke provisions
- Maintain a visible and proactive presence around the school
- Support during lessons, social times, and transitions
- Promote positive conduct and restorative approaches

Cover Supervisor Duties

- Supervise classes in the absence of a teacher, following set work
- Maintain good order and behaviour in line with school policy
- Support learning by keeping students on task and responding to queries
- Provide feedback to teaching staff and record behaviour using Bromcom



Ravens Wood School

Person Specification – Behaviour Coach and Cover Supervisor

Experience

- Experience working with young people, ideally in a secondary school

Education & Training

- GCSE (or equivalent) in English and Maths
- Evidence of ongoing professional development

Knowledge & Skills

- Understanding of adolescent behaviour and wellbeing
- Strong communication and literacy skills
- Effective classroom and behaviour management strategies
- Ability to work under pressure and meet deadlines
- Adaptability, initiative, and commitment to inclusion

Generic Responsibilities

All staff at Ravens Wood School are expected to:

- Promote and safeguard the welfare of children and young people
- Uphold the school's ethos and values
- Model professional conduct and high standards at all times
- Contribute to the wider life of the school through teamwork, CPD and extra-curricular involvement
- Act as a Fire Marshall if required

Note: The job description is not prescriptive and may be changed, in consultation with the post holder, to meet the changing needs of The Impact Multi Academy Trust.