

Positive Behaviour & Learning Manager

Salary: CL1 £35,620 per annum
Basis: Full time
Contract Type: Permanent
Contractual Hours: 37 hours per week
Annual Leave: 55 days including 8 bank holidays (to be taken during school holidays)

We have the exciting opportunity for a Behaviour Manager to join the pastoral team at Yorkshire Rose College. The role will lead on the day-to-day delivery of Positive Behaviour Support with our young people. They will lead on the development of action plans and support strategies that will grow and develop throughout the young person's journey. This will involve regular assessment and observations of the young people and those who support them, offering advice and guidance where required.

To enhance the culture within the organisation by identifying development needs for the staff teams and delivering face-to-face training for groups within the college.

- Participate in and contribute to staff meetings.
- Support colleagues in difficult or potentially difficult situations within the workplace.
- Ensure issues of concern are elevated to a more knowledgeable member of staff if the situation requires specific expertise.

Responsibilities will include (see the job description for a full list of responsibilities):

- Develop Positive Behaviour Support (PBS) Plans in a timely and effective manner.
- Regularly review and adapt PBS plans in line with individual needs and current best practice.
- Gather and analyse information from a variety of sources, including direct observation, written and verbal reports, and structured discussions with students and staff.
- Liaise with multidisciplinary teams across the college to support wider behavioural and engagement needs.
- Work collaboratively with the safeguarding team to support the wellbeing, safety, and protection of all young people, ensuring appropriate interventions are implemented where necessary.
- Work closely with Curriculum Managers to implement and embed PBS strategies within learning environments.

- Collaborate with parents/carers and external health and social care professionals to ensure a coordinated approach to student support.
- Support staff teams in creating tailored resources such as social stories, augmentative and alternative communication (AAC) aids, and sensory support tools.
- Lead and facilitate focused team meetings, including structured debriefs where required.
- Oversee and implement the RAG (Red, Amber, Green) monitoring system to support students in achieving their full potential.
- Produce clear, accurate data and reports for Governors and Senior Leadership, providing insights to inform strategic decision-making and drive continuous improvement
- Chair staff meetings and develop clear, outcome-focused action plans.
- Lead on Positive Behaviour Support training as part of staff induction and ongoing development.
- To provide high quality support for students in particular, learning activities, effective tutorials, work skills, pastoral and welfare support along with targeted activities to support all students at risk of withdrawal or failure to complete their identified curriculum and Education Health Care Plan outcomes.
- Work with the attendance officer to identified poor attendance and disengaged students and their parents/carers on short- and medium-term strategies to remove barriers to regular attendance at college, using advisory and persuasive skills as appropriate.

Candidates should be able to show;

- Level 2 Math's and English (willingness to work towards)
- BSL qualification (willingness to work towards)
- Experience of working with adults with hearing impairments, learning difficulties and/or disabilities
- Experience of working with individuals with behavioural support needs, Autism Spectrum Disorder/Neurodiversity and Learning Disabilities.
- Experience of delivering training to staff teams and chairing meetings.

Staff Benefits:

- Contributory Pension
- Great CPD opportunities including free sign language classes
- Free onsite parking
- Free use of onsite gym
- Discounted childcare at the onsite Little Learners Day Nursery
- Westfield Health Cash Plan including — Doctorline — (24/7 access to a GP), dental, optical and prescription claims and much more (funded by employer)

For a job description and application form please visit our careers page at www.thecarrfentonfoundation.org.uk/careers/

Please note that on the application form we need your full education and employment history from leaving secondary school up to current date. We do not accept CV applications.

Closing date for applications: 8th July 2026

Interviews to be held: 16th July 2026

Yorkshire Rose College — Doncaster, Leger Way, Doncaster, DN2 6AY,

The Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). The Foundation may carry out online searches on shortlisted applicants and all applicants will be required to provide details of their online profile, including social media accounts, as part of their application.

The post is exempt from the Rehabilitation of Offenders Act 1974. The Foundation is therefore permitted to ask job applicants to declare all convictions and cautions on a self-declaration form in advance of attending an interview (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

We are committed to making our recruitment practices as inclusive as possible for everyone. We are committed to promoting equality and diversity and developing a culture that values differences, recognising that employees from a variety of backgrounds bring important and positive contributions to the workplace.