



Penistone Grammar School

Behaviour Modification Coach

Never Stop Flying





Penistone Grammar School

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Principal: Mr P Crook (B.Ed Hons)
Huddersfield Road, Penistone, Sheffield, S36 7BX
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01226 762114
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Achieving Excellence through a Values Driven Education

26 January 2026

Dear Applicant

Thank you for expressing an interest in Penistone Grammar School. I hope that the information in this pack is helpful in providing an insight into our learning community.

Penistone Grammar School really is a special place to work. There's no doubt that our amazing student body of 1,900 and our state-of-the-art building, set in beautiful surroundings, make coming to work worthwhile. However, what really makes Penistone the school it is, is our staff. Our success as a school is directly attributable to the collaborative interaction and support between colleagues, complemented by a commitment to doing all they can for the benefit of each and every one of our students. We value the unique contribution each member of staff makes to our learning community.

If you would like to apply for this post, please complete the attached application form.

If you have any queries about any aspect of the post, please do not hesitate to contact Rebekah Williams (HR Officer) on 01226 762114 ext 2022 or email HR@penistone-gs.uk

Yours sincerely

Mr Paul Crook
Principal



Never Stop Flying
Achieving Excellence through a Values Driven Education



Penistone Grammar School

We are a large and successful school with state-of-the-art facilities. The school comprises of 1900 students including 300 post 16 students. We are fully committed to meeting the needs of all our students and providing them with the very best teaching and learning. Students come to us from the small town of Penistone and from the surrounding villages. We also take students from further afield and we are over-subscribed. Our intake is genuinely comprehensive although we have retained Grammar School in our name to maintain the link with our history.

As the Principal, I am very excited about our future plans and as a staff we are working hard to make the most of our building to ensure that we can provide fantastic, new and exciting learning opportunities. We already share our best practice with other schools. Our ICT infrastructure is first class and the strategic development of ICT is central to the learning and teaching agenda for the school. This is a major focus of the Continuous Professional Development (CPD) programme to make sure that our staff have the skills to deliver new courses and to deliver learning in new and innovative ways. We are focussed on developing our students' ability to learn how to learn and we respond in a structured way to the individual needs of learners. Within this context we are always exploring new approaches to learning for both students and staff. At PGS we are researching and developing the very best pedagogical practice to ensure that Penistone is a flagship for innovation and creativity.

We are a vibrant, oversubscribed 11 to 18 comprehensive school with excellent GCSE results across all subjects; we are recognised as one of the highest performing schools in the region in terms of Key Stage 4 outcomes. Our A level results and destinations are equally impressive, with the school placed in the top 25% in the country and over 95% of students gaining entrance to their preferred choice of university in 2025.

Our school culture is built around our 5 Core Values: Aim High, Be Determined, Be Kind, Be Proud and Be Supportive. We are also extremely proud of our Values Driven approach. Our last Ofsted inspection was very positive, confirming that we are securely 'good' in every category.

We have a great deal to offer, we are a happy educational community where the quality of relationships is of paramount importance for both our students and staff. You will be part of an excellent staff team whose aim is to deliver the highest quality learning opportunities for our students and to ensure that they achieve at the highest possible level. We will support your professional development and work with you in the achievement of your professional objectives.

You will work hard if you join us, but the rewards will be great. We hope you are creative, energetic, skilled, knowledgeable and innovative. We hope you will help us to take our school forward to become truly outstanding in every respect.

We look forward to receiving your application and thank you for the interest you have shown.



Behaviour Modification Coach

Penistone Grammar School, Huddersfield Road, Sheffield, S36 7BX
01226 762 114 : www.penistone-gs.uk : @PenistoneGS



We have an exciting opportunity for a Behaviour Modification Coach to join our amazing Inclusion Team.

Contract: **Temporary to 31st December 2026 to cover Maternity Leave**
Hours: **37 hours per week / 39 weeks per year (term time plus 5 inset days)**
Salary Range: **Grade 4 SCP 7-11, £26,403 to 28,142 per annum (Full Time Equivalent)**
Actual Salary: **£22,975 to £24,488 per annum**
Start Date: **ASAP - February 2026**

About the role:

The Behaviour Modification Coach will play a pivotal role in leading behaviour change across the school, using a relational approach to support student and families. They will design and deliver targeted interventions aimed at improving student conduct and engagement, working closely with other staff to plan and implement effective strategies. This role will also provide coaching and guidance to colleagues, fostering a consistent and supportive environment that promotes positive behavioural development. This is a fixed-term contract until 31st December 2026 to cover maternity leave.

The successful candidate will have either previous experience in a similar role or will have transferrable skills and experience and be excited at the opportunity of taking on a role within this key area.

About our school:

Our school culture is built around our 5 Core Values: Aim High, Be Determined, Be Kind, Be Supportive and Be Proud. We are also extremely proud of our Values Driven approach. We are a vibrant, oversubscribed 11 to 18 comprehensive school with excellent GCSE results across all subjects and are recognised as one of the highest performing schools in the region in terms of Key Stage 4 outcomes. Our A level results and destinations are equally impressive, with the school placed in the top 25% in the country, and over 95% of students gaining entrance to their preferred choice of university in 2025.

We are committed to professional development for all staff, regardless of role. We have an innovative staff development programme, which truly empowers staff to take control of their own professional development through a supportive peer-coaching model. Regardless of what point you are at in your career and whatever your aspirations may be, Penistone Grammar School can support you to achieve them.

As a school, we pride ourselves on evidence informed practice, consistently high standards of teaching and learning, and a commitment to the success of all students, both academically and pastorally. If you share our vision, we want you to be part of our team.

How to apply?

An application pack and form can be found on our website: <https://penistone-gs.uk/current-vacancies>

For further information, please contact Rebekah Williams (HR Officer) on 01226 762114 or email HR@penistone-gs.uk

The closing date for applications is **Monday 2nd February 2026 at 10:00am**. The date for interviews is to be confirmed.





JOB DESCRIPTION

Penistone Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

Job Title	Behaviour Modification Coach
Responsible to	Behaviour Lead
Responsible for	[Not applicable]
Grade	Grade 4 [Evaluation number 144652]
Purpose of the Role	<p>The Behaviour Modification Coach will play a pivotal role in leading behaviour change across the school, using a relational approach to support students and families. They will design and deliver targeted interventions aimed at improving student conduct and engagement, working closely with Student Support Officers and other staff to plan and implement effective strategies. This role will also provide coaching and guidance to colleagues, fostering a consistent and supportive environment that promotes positive behavioural development.</p> <p>To offer support, advice and guidance to students, staff, parents and carers. To organise and manage the Supporting Expectations classroom; including displays, learning environment and work appropriate to change behaviours and educate students.</p> <p>To support the school in their endeavour to ensure all students can learn and achieve.</p> <p>To contribute to the safeguarding and promotion of the wellbeing of all students.</p>

The following information is provided to assist staff joining the school to understand and appreciate the work, content of the post and role they are to play in the organisation. Whilst every effort has been made to outline all the duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings have been used which assume all the usual associated routines.

MAIN DUTIES

1. To manage Supporting Expectations area and operational responsibility of this alongside the Behaviour Lead.
This will include (but is not limited to):
 - Ensuring students who are not accessing mainstream provision have suitable work provided and are on task and focused.
 - Students are educated around their actions and making better choices via behaviour modification.
 - Communicating with parents and teachers.
 - Supporting with the smooth reintegration of students back into mainstream provision.
 - Ensuring an orderly and focused atmosphere is maintained within the behaviour support provision.
 - Providing cover for the behaviour support provision as necessary.
 - To communicate with the attendance team regarding the attendance of students in the behaviour support provision.
2. To assist with guidance and/or advice to staff, to support all students.
3. To liaise with appropriate staff regarding the needs of students who require reasonable adjustments due to SEND and/or medical needs.
4. To maintain appropriate, timely and confidential records.

Aim High



Be Determined



Be Kind



Be Supportive



Be Proud

MAIN DUTIES

5. To ensure all record keeping and communication is compliant with General Data Protection Regulations (GDPR).
6. To act as a key anti-bullying advocate, supporting those students who have been bullied, and helping to change the behaviour of bullies, through a variety of one-to-one and group intervention strategies.
7. To be responsible for the smooth running of the school's detention programme alongside the Behaviour Lead and wider inclusion team.
This will include (but is not limited to):
 - Ensuring students and parents/carers are aware of detentions.
 - Keeping accurate records of their attendance at detentions.
 - Working with SLT to run detentions and covering as necessary.
 - Following up with students and parents/carers those who do not attend.
8. To provide cover for the Behaviour Lead in the event of absence or unavailability.
9. To undertake duties as directed by Behaviour Lead, that assists in the effective provision of high-quality behaviour and pastoral support for students.
This will include (but is not limited to):
 - Attending duties before and/or after school, such as bus duty.
 - Supporting with supervision at unstructured times and during lesson changeovers.
10. To contact, liaise, meet and work with parents/carers to support the positive behaviour of their children at school.
11. To attend and contribute to meetings as required, keeping accurate records and completing any follow-up actions in a timely manner.
12. To prepare reports and/or collate evidence as required, for the purpose of internal and external audiences.
13. To attend relevant training and stay up to date with best practice, specifically in relation to behaviour management.
14. To be part of the Safeguarding team as a Safeguarding Officer.

GENERAL INFORMATION

1. To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
2. To promote actively the school's policies generally and specifically including those in relation to child protection and safeguarding.
3. To actively promote and undertake personal professional development and the professional development of colleagues.
4. To ensure compliance with the school's Health and Safety Policy and undertake risk assessments as necessary.
5. To ensure compliance with the school's procedures concerning safeguarding.
6. To actively participate in the appraisal process.

OTHER POINTS OF NOTE

- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.
- Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified within this job description on a short-term basis.
- Employees are expected to maintain a standard of business dress conducive to their position as a professional and in setting an example to students.

REVIEW ARRANGEMENTS

The details within this job description were agreed in November 2025 and will be reviewed annually as part of the appraisal process.





PERSON SPECIFICATION

Penistone Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

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SKILLS AND ABILITIES	Essential	Desirable
To be well organised	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Excellent communication skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>
The ability to use a wide range of IT packages associated directly with the post, including BROMCOM	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Ability to remain calm under pressure	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ability to act upon direction	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ability to work as part of a team	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ability to use own initiative	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ability to communicate with a range of people	<input checked="" type="checkbox"/>	<input type="checkbox"/>

EXPERIENCE	Essential	Desirable
Experience within a similar role	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Experience of dealing with a variety of people	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Experience working with young people of secondary school age	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Experience of working with young people with a variety of needs and behaviours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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EDUCATION, QUALIFICATIONS AND TRAINING	Essential	Desirable
Evidence of Level 2 qualifications generally and specifically in English and Maths	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Good standard of literacy and numeracy	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A commitment to undertake further professional development	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Evidence of further training and/or qualifications relevant to the post	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Current first aid qualification or willingness to train	<input type="checkbox"/>	<input checked="" type="checkbox"/>

ADDITIONAL FACTORS	Essential	Desirable
A commitment to the on-going development of Penistone Grammar School	<input checked="" type="checkbox"/>	<input type="checkbox"/>
An understanding and awareness of policies, particularly those relating to Safeguarding	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A willingness to share information and expertise	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Honesty and reliability	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A flexible approach to accommodate the changing needs of the school	<input checked="" type="checkbox"/>	<input type="checkbox"/>
An interest in the type of work involved	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A commitment to on-going professional development	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Available to work at the required times	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A positive attitude	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A willingness to lead by example	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A friendly, welcoming and approachable manner	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A commitment to the safeguarding and promotion of the welfare of children and young people	<input checked="" type="checkbox"/>	<input type="checkbox"/>

