Oldbury Wells School

Applicant Information Pack





Behaviour Recovery (Consequence) Room Lead

ENJOY | ASPIRE | ACHIEVE

Letter from the Headteacher

Thank you for your interest in Oldbury Wells School. I am delighted to welcome you to our thriving and successful school, a place where excellence, growth and opportunity come together

Oldbury Wells is a school where every student is known and valued. We are a co-educational secondary school with approximately 160 students in each year group. Our size strikes the right balance - providing extensive opportunities while maintaining a close knit community. This allows us to offer a rich and varied curriculum, a wide range of enrichment activities and tailored support for every learner. We have the capacity to stretch the most able and provide focused assistance to those who need it most, ensuring every student can thrive.

We are proud to offer a high-quality education that is both traditional in its values and forward-thinking in its approach. Our students benefit from a broad and balanced curriculum, enriched by a wide range of extra-curricular activities, trips and visits that help bring learning to life..

With a growing array of partnerships with outstanding institutions - such as Eton College (Windsor), Performers College (Birmingham) and the Royal Air Force - we provide students with unique opportunities that broaden horizons, build character and inspire excellence both inside and beyond the classroom.

Students are encouraged to explore their interests and discover future pathways from an early stage, supported by specialist teachers with deep subject expertise. This enables us to deliver a high-quality academic education in which students flourish.

Oldbury Wells is part of a flourishing academy and the founding school of the TrustEd Schools Partnership which currently comprises five secondary and four primary schools. All our partner schools work closely together to support professional development opportunities which ensure all members of the team are able to develop within their role. At the centre of our work is quality and inclusive education for students of all abilities.

We are located just 20 minutes from the West Midlands conurbation where we enjoy a small town location in Bridgnorth within easy reach of the Birmingham and Telford areas.

At Oldbury Wells, we aim to inspire every child to achieve their very best, promoting hard work, enjoyment and a love of learning within a nurturing environment. Our core values - **Aspire**, **Enjoy**, **Achieve** - are woven throughout our school culture and we look forward to welcoming you and sharing all that Oldbury Wells School has to offer.



Mr Adam Walker
Headteacher

Our Vision and Values

Our School is alive with learning, ensuring everyone continually improves to be the best they can be while developing individual interests and talents.

We aim for all our young people to further gain in confidence and **ASPIRE** to make the best progress in all they do within a safe, caring and supportive environment. Our school has high expectations and high levels of achievement and ensures **ENJOYMENT** is at the heart of all our work.

We provide high quality experiences through an exciting curriculum and extensive wider opportunities, ensuring our school is a great place to be and a great place to learn.

We are relentless in celebrating everyone's **ACHIEVEMENT** in all aspects of their academic and personal development, ensuring each student is fully prepared to move forward when taking their place in today's diverse society.

We value our traditions and encourage our students to have the highest expectations of themselves and others; our dedicated staff work in support of every individual to help them achieve their ambitions.

Our Ethos is built around three core principles - **ASPIRE**, **ENJOY**, **ACHIEVE** which are promoted through what we call the **Oldbury Wells Way**.



Introducing our Trust

TrustEd Schools is a family of nine schools: four serving the area around the market town of Bridgnorth, two around Church Stretton and three around Shrewsbury.

Oldbury Wells School is the founding school in our Trust, founded in Summer 2015; Alveley Primary School joined the Trust as a sponsored school in 2016. Since this time the school has gone from strength to strength and it secured one of the very first Ofsted 'good' judgments under the new framework. St Leonards CE Primary School joined us in 2016 at which point the Trust changed its status and we became 'mixed MAT'. This means we can have both secular and Church of England schools in our family and our MAT now has a Church of England Articles of Association. We are proud of this inclusivity, and we cherish this variety. Castlefields Primary School also joined the family of schools in 2016. Church Stretton Secondary School joined us in 2019 along with Stokesay Primary School, situated nearby in Craven Arms. Stokesay was also a sponsored school, but is now a very strong school, with a good Ofsted judgement and they enjoy top place in the Shropshire Performance Tables for progress. In 2022 Meole Brace Secondary School, Belvidere Secondary School, and Mary Webb Secondary School joined our Trust.

Our Governance has two tiers. The Trust Board (and its committees) has the overarching responsibility for governance of the Trust and each school. Each school also has delegated powers to their Local Governing Body. Our Headteachers report to three groups: the Executive Team (led by the CEO), our Trust Board (Chair is Mark Anderson) and their own Local Governing Body. At the present time, Belvidere's LGB is supported by the Trust.

As a Trust we support our schools with a helpful suite of central services which has its offices at Oldbury Wells, Bridgnorth. The team consists of Sarah Godden (CEO), Jo Evans (Deputy CEO, Director of Education and School Improvement), John Parr (Deputy Director of School Improvement) and Gwyneth Evans (Director of Finance), along with a central admin team who all support in the core aspects such as finance, HR, and premises. Each Headteacher retains leadership and responsibility for these areas but is supported in these tasks by the trust. As a result of this approach all our schools continue to develop and improve under their Headteacher's leadership, and each enjoys healthy finances. HR is run through our Trust, as the employer of all staff our schools, including of course Headteachers.

Our schools are also supported by a central service for education and governance. Sarah Godden, supported by Nicky Murray who is our Trust's Clerk, leads this joint work. We employ a School Improvement Advisor and three of our Team are Ofsted inspectors, which is most helpful. We work in a consistent way on several key education processes, such as Ofsted preparation and improvement planning. Each headteacher retains leadership and responsibility for education in their schools and as a result each school continues to retain their uniqueness.

For more information see: www.trusted-schools.com

Vacancy: Behaviour Recovery (Consequence) Room Lead

Salary	Grade 6, SCP 8-11 (£14.36 - £15.07 per hour)
Contract Term	Permanent
Contract Type	Term time only (43.21 weeks) / 27.5 hours per week
Start Date	ASAP

About Us

Oldbury Wells School is a thriving, forward-thinking secondary school based in the heart of Shropshire. As part of the TrustEd Schools Alliance, we place a relentless focus on high standards, academic ambition, and a supportive, inclusive community ethos. We believe that exceptional teaching and clear, consistent boundaries go hand in hand, ensuring that every student is supported to develop self-regulation, resilience, and a respect for learning.

The Role

We are seeking a calm, authoritative and compassionate professional to lead our Behaviour Recovery (Consequence) Room. In this pivotal role, you will be more than a supervisor - you will be a champion for positive change.

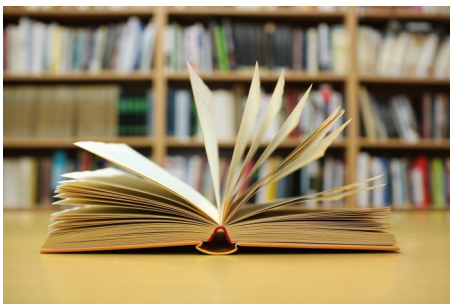
You will manage the smooth, purposeful day-to-day running of our recovery provision, ensuring that students maintain continuity in their learning through effective curriculum coordination.

Crucially, you will have the authority and gravitas, to implement an impactful restorative approach, using structured reflection, emotional regulation tools and guided debriefs to help students understand their triggers, begin to address barriers to learning and support with providing a genuine "fresh start" back into mainstream classrooms.

Our mantra is high challenge for learners, but with high support too. The successful candidate will align to this.

What We Are Looking For

- **Resilience and Calm Authority**: An exceptional ability to remain composed, fair, and authoritative in challenging situations, utilizing strong de-escalation and conflict-resolution skills.
- **A Restorative Mindset**: A commitment to supporting vulnerable learners and those with Social, Emotional, and Mental Health (SEMH) needs, steering them away from repeated disruption and toward positive choices.
- **Collaborative Spirit**: Someone who can work seamlessly with our Assistant Headteacher, Heads of Year, SEND and pastoral teams to track student progress and liaise effectively with families.
- **Organisational Acumen**: Strong IT literacy to navigate school tracking systems and e-learning platforms, ensuring learning continuity is never compromised.


Why Join Oldbury Wells?

- A supportive, collegiate leadership team that values staff well-being and professional development.
- The opportunity to make a tangible, immediate impact on school culture and individual student trajectories.
- A fantastic working environment in a beautiful part of Shropshire.

Oldbury Wells School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an enhanced DBS check along with other pre-employment checks.

If you require any further details please telephone 01746 765454 or e-mail school@oldburywells.com.

Application Deadline: 9am on Monday, 9th November 2026

Please note, interviews are likely to be held on 12th/13th November 2026 (TBC)

Submit applications to: Vince Dovey, School Business Manager at vince.dovey@oldburywells.com

Job Description - Behaviour Recovery Room Lead

Purpose of Post

The purpose of this role is to provide daily supervision of students in the Behaviour Recovery (Consequence) Room. The postholder will aim to improve the behaviour of students by providing a proactive and positive approach. They will effectively manage the smooth running of the school's behaviour recovery room by exercising highly developed negotiating and interpersonal skills to ensure the appropriate behaviour of potentially demanding students.

The postholder will have a calm and authoritative demeanor, possessing the necessary gravitas to ensure a successful restorative approach is implemented. Ensuring that our mantra of 'high challenge with high support is implemented.'

The postholder will provide appropriate pastoral support to all students, parents/carers and staff within the school and will implement restorative approaches to improving student behaviour.

Principal Duties and Responsibilities

Main Duties

- To liaise effectively with the Assistant Headteacher to support pupil behaviour.
- To liaise effectively with Heads of Year and Pastoral Support Managers.
- To support students and parents to improve student behaviour and communicate, where appropriate, effectively with parents/carers.
- If required, to be a point of contact with relevant agencies in relation to pupil behaviour.
- To coordinate the work of the pupils in the Behaviour Recovery (Consequence) Room to ensure that pupils do not fall behind in their learning. This will involve working with the Assistant Headteacher and Heads of Cluster/Department/subject teachers to create an effective timetable for study within the provision and making highly effective use of the various e-learning platforms the school has access to.
- To monitor work and to ensure completed work gets back to relevant teaching staff.
- Working with the SEMH and SEND specialists within the school to develop a programme of behaviour reflection activities to support the school's restorative approach to behaviour management. Preparing afternoon activities when appropriate.
- Lead structured restorative reflection conversations and debriefs with students prior to their exit from the Behaviour Recovery Room, ensuring they understand the expectation for a "fresh start" upon returning to mainstream classes.
- Facilitate guided behaviour reflection activities and emotional regulation tasks (such as cause-and-effect mapping and conflict resolution exercises) to help students analyze and support in addressing the triggers leading to their removal.
- Implement clear de-escalation strategies for volatile or dysregulated behaviour and follow established school protocols to alert Senior Leadership or Pastoral Leads when emergency support or further intervention is required.

To ensure the smooth running of the behaviour recovery room, with direct responsibility for the behaviour and well-being of students in the behaviour recovery room and the efficient management of the environment.

- To maintain records of all associated meetings and other interventions.
- To track the progress of individual students and specific defined groups and to maintain up-to-date relevant records.
- To attend training that is identified as essential professional development.
- To plan an exit strategy and monitor identified students following their return to classes from the recovery room.
- To help administer the behaviour systems in school.
- To undertake any duties that might be reasonably requested by the Headteacher.

Other Responsibilities

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality, and data protection, reporting all concerns to an appropriate person
- Be aware of and support difference and ensure equal opportunities for all
- Contribute to the overall ethos/work/aims of the school
- Appreciate and support the role of other professionals
- Attend and participate in relevant meetings as required
- Participate in training and other learning activities and performance development as required
- When the consequence room is not in use, be prepared to complete administrative tasks that either you or the SLT identify; join the school walk about rota or assist in other areas to support the functioning of the school.

Other Responsibilities

- Be aware of and comply with safeguarding responsibilities as outlined in the school's Staff Code of Conduct and related policies and procedures. This may include reference to the Shropshire Career Pathway Safeguarding JD for school staff.

Other Duties

- Any other duties that the Headteacher, EHT/ CEO/ Governing Body/ Trustees feel is commensurate with the post. Whilst every effort is made to explain the main duties and responsibilities of the post each individual task undertaken may not be identified.

Review and Signatures

- This job description is subject to review by the Headteacher/EHT/ CEO/ Governing Body/ Trustees in negotiation with the post holder at any time. However, an annual review of this job description and allocation of responsibilities will take place as part of agreed performance management arrangements.

Person Specification

Attributes	Essential (✓)	Desirable (✓)	Method used to gather information *(A – Application form I – Interview T – Test)*
Qualifications			
Good standard level of Education	✓		A
5 G.C.S.E or equivalent, including Maths and English	✓		A
City & Guilds in Support for Learning or equivalent		✓	A
First Aid qualification		✓	A
Work or relevant experience			
Experience with working with children or vulnerable adults	✓		A, I
Experience with working in an educational setting or other relevant environment	✓		A, I
Some knowledge of classroom support		✓	A, I
Knowledge and Understanding			
An awareness of school-based education including child development	✓		A, I
Understanding of social, emotional, and mental health (SEMH) needs and how they impact student behavior and engagement.		✓	A, I
Skills and Abilities (relevant to post)			
Excellent communication skills and ability to relate well to children, staff, and parents	✓		I
Evidence of working well as part of a team		✓	A, I
Ability to remain calm in challenging situations	✓		I
Personal Qualities			
Ability to bring to the role, initiative, enthusiasm, and commitment	✓		I
Flexibility and reliability	✓		I
Willingness to develop skills with training	✓		I
Strong de-escalation and conflict resolution skills with a proven ability to maintain composure, authoritative presence, and fairness in challenging situations.	✓		I
Proficient IT and digital literacy skills to navigate school management software, tracking databases, and online e-learning platforms.	✓		A

Contact Details

Should you require any further information about the school, please visit our website at:

www.oldburywells.com

You can also see our latest news via our social media pages:

Oldbury Wells School

@oldburywellsschool

@oldburywells

You can also find details about our Trust at www.trusted-schools.com

We hope that you decide to apply and I look forward to receiving your application.

Oldbury Wells School

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