



## The Bishop of Winchester Academy *ALC Manager*

Support Staff Scale: Term time only (39 weeks); 37 Hours per Week,  
Salary £24,582 - £31,678 FTE (dependent on experience)  
This will be pro-rated in line with Academy terms & conditions - £20,574 - £26,514

Teachers pay scale for qualified teachers: M1 to M2 (dependent on experience)

The Bishop of Winchester Academy is an oversubscribed and thriving Church of England School, recognised by Ofsted as 'Improving the life chances of all its pupils' (May 2017). There are exciting opportunities to join our motivated and ambitious team driven by the mantra of high expectations – no excuses.

We are looking for an exceptional person to manage and facilitate our Academy's behaviour strategies. You will be joining our Academy at an exciting time, helping to implement our tight, robust and no-nonsense culture for learning behaviour systems.

You will be a determined and resilient individual who believes in a strong, 'tough love' approach to discipline and understand the importance of fostering a growth mindset with students.

If you expect high standards, offer no excuses and believe that a culture of excellent behaviour for learning and respect is vital to the progress of our students and key to maximising their life chances we would welcome your application.

The role is not suitable for someone who wants to be every student's best friend, who may be willing to accept excuses for poor or disrespectful behaviour. The postholder will need highly advanced interpersonal skills in order to manage the range of behaviours exhibited by students effectively.

Applications from people with experience of working with young people with behavioural or emotional difficulties are welcomed. However, anyone with confidence, authority, resilience and the ability to act as a role model for young people will find this job hugely rewarding.

### **Academy information**

We are proud of our unique Christian ethos and links with the local church communities. We welcome applications from prospective new staff prepared to share in the experience of school improvement.

We are committed to safeguarding and promoting the welfare of children. Rigorous checks will be undertaken of the successful applicant's background credentials, including enhanced DBS checks.

Please send your completed application form to [recruitment@tbowa.org](mailto:recruitment@tbowa.org), addressing your covering letter to Mr Paul McKeown, Principal.

Closing date for applications: **Midday, Wednesday 20<sup>th</sup> May 2020**



I came to give life - life in all its fullness  
High expectations - no excuses

