

Safeguarding Officer - Behaviour - Permanent, TTO

School Name	Springwell School
Job Title	Safeguarding Officer - Behaviour
Salary	Grade 7, SCP 19 - 25 35 hours actual MIN £26,991 pa to MAX £31,500 pa Scale point dependent upon length of service/experience
Hours	35 hours per week, TTO Monday - Friday – 08:45 AM – 4:15 PM Permanent, Term Time only
Start Date	As soon as possible
Closing Date	9 AM, Monday 2 nd November 2026
Interview Dates	Monday 9 th November 2026

An exciting and rare opportunity has arisen to join our school in the role of Safeguarding Officer - Behaviour.

Springwell School is located on the edge of the city of Southampton and is a designated day special school for children aged from 4 - 11 years.

We are a warm, ambitious, and inclusive Special Educational Needs (SEN) school committed to providing high-quality education and care for children with a range of complex learning and behavioural needs. Our pupils thrive in an environment where every achievement is celebrated, individuality is valued, and nurturing relationships come first.

Our school encourages a supportive and positive learning ethos that enables both staff and pupils to work and learn together to develop their full potential, providing the highest possible standards of education and support to children, families, and staff.

The Role

We are seeking a dedicated and compassionate Safeguarding Officer - Behaviour to join our specialist SEN school team. This is a key role within the school, supporting the safeguarding of our pupils alongside promoting positive behaviour and wellbeing across the setting.

This is a pivotal role where you will play a key part in creating a safe, nurturing, and structured environment that enables all pupils to thrive. Working closely with senior leaders, pastoral colleagues, families and external agencies, you will ensure the safeguarding practice is robust, responsive and centred around the needs of our pupils. You will support the management of behaviour that challenges, ensuring a consistent and effective support for our pupils.

Our pupils have a range of complex academic, physical, and emotional or behavioural needs, and require consistent, empathetic and skilled support to help them regulate, engage and achieve. The successful candidate will be passionate about making a difference, proactive in promoting positive behaviour, and unwavering in their commitment to safeguarding and pupil wellbeing. This role offers a rewarding opportunity to contribute to a school where every child is valued and supported to reach their full potential.

Key Responsibilities

- Establish supportive, caring, and secure relationships with pupils.
- Develop knowledge and understanding of specific academic, physical, and emotional/behavioural needs of individuals and groups of children, responding to them effectively.
- Support behaviours reactively in liaison with the AHT's
- Support behaviour regulation and engagement with individuals and groups
- Encourage and support positive behaviour by acting as a positive role model
- To be a Securicare Physical Intervention trainer and lead and support training for staff
- Coach teams in positive behaviour management strategies
- Be a trained Deputy Designated Safeguarding Lead
- Respond to and triage safeguarding concerns raised by staff
- Liaise with outside agencies, parents and carers where appropriate



About You

We would love to hear from you if you are:

- Willing to undertake relevant training with a commitment to ongoing professional development
- Experienced in working with SEND children, including complex emotional and behavioural needs within a school
- Ability to maintain accurate, confidential records and handling sensitive information appropriately
- Experienced of working collaboratively with colleagues and external professionals
- An empathetic, approachable and trustworthy individual with a genuine commitment in supporting families
- Confident working both independently and under direction

What we offer

- Competitive salary with regular salary progression
- Opportunities for CPD
- Free on-site parking
- Pension Scheme
- High-quality support and training
- Monday – Friday working pattern
- Excellent development opportunities to grow within a positive and supportive team
- Employee Assistance Programme
- Mental Health and Wellbeing Support
- A rewarding role where you can genuinely make a difference

Please refer to the Job Description and Person Specification for the full responsibilities of this role and knowledge required.

Working pattern – 35 Hours

Monday to Friday: 08:45 am – 4.15 pm

How to apply

To apply, please complete the application form on www.springwellschool.net and return to Rachel Ambrey, HR Lead, by email to recruitment@springwellschool.net. Alternatively, please post your completed application to HR at Springwell School, Hinkler Road, Thornhill, Southampton, SO19 6DH. We do not accept CV's.

Interview process

If successfully shortlisted, you will complete a task prior to a 3 panel, face to face interview.

Safeguarding

Springwell School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Offers of employment will be subject to the full Safer Recruitment process including an enhanced disclosure and barring service check and a full online check of social media platforms as per the updated guidance in KCSIE 2022.

If you do not hear from us regarding your application, unfortunately this means that you have been unsuccessful on this occasion. We thank you for your interest and wish you every success in your future applications.

Please note that we reserve the right to close a vacancy earlier than the advertised date if we receive applications that meet the criteria. We may also interview candidates at a mutually convenient time before the closing date, so please submit your application as soon as possible to avoid disappointment.

