



The Altus School

Information for candidates: Behaviour Support Worker



Welcome from the Director of Alternative Provision

Thank you for your interest in the Altus School. We were established in September 2023 as the single local authority alternative provision in Gloucestershire. We are a growing school; in September 2025 we will be commissioned for up to 328 places for students from Y1 to Y11. The Behaviour Support Worker role is a new post created for September, and we have posts available at **St George's** in Cheltenham, **Eastbrook Centre** and **Russet House** in Gloucester.

We work with young people who have experienced difficulties in their mainstream setting meaning that they have been, or are at risk of being, permanently excluded. We are a small part of a child's wider educational journey and our highly skilled team work with young people to enable them to flourish in school and their wider communities, supporting their transition back into a mainstream, specialist or post 16 setting as appropriate

At Altus, **relationships are at the heart of all that we do**. We create a supportive, nurturing environment that provides children with a sense of belonging so that they feel accepted, included and protected. We also want this for the adults who work in our school as well.

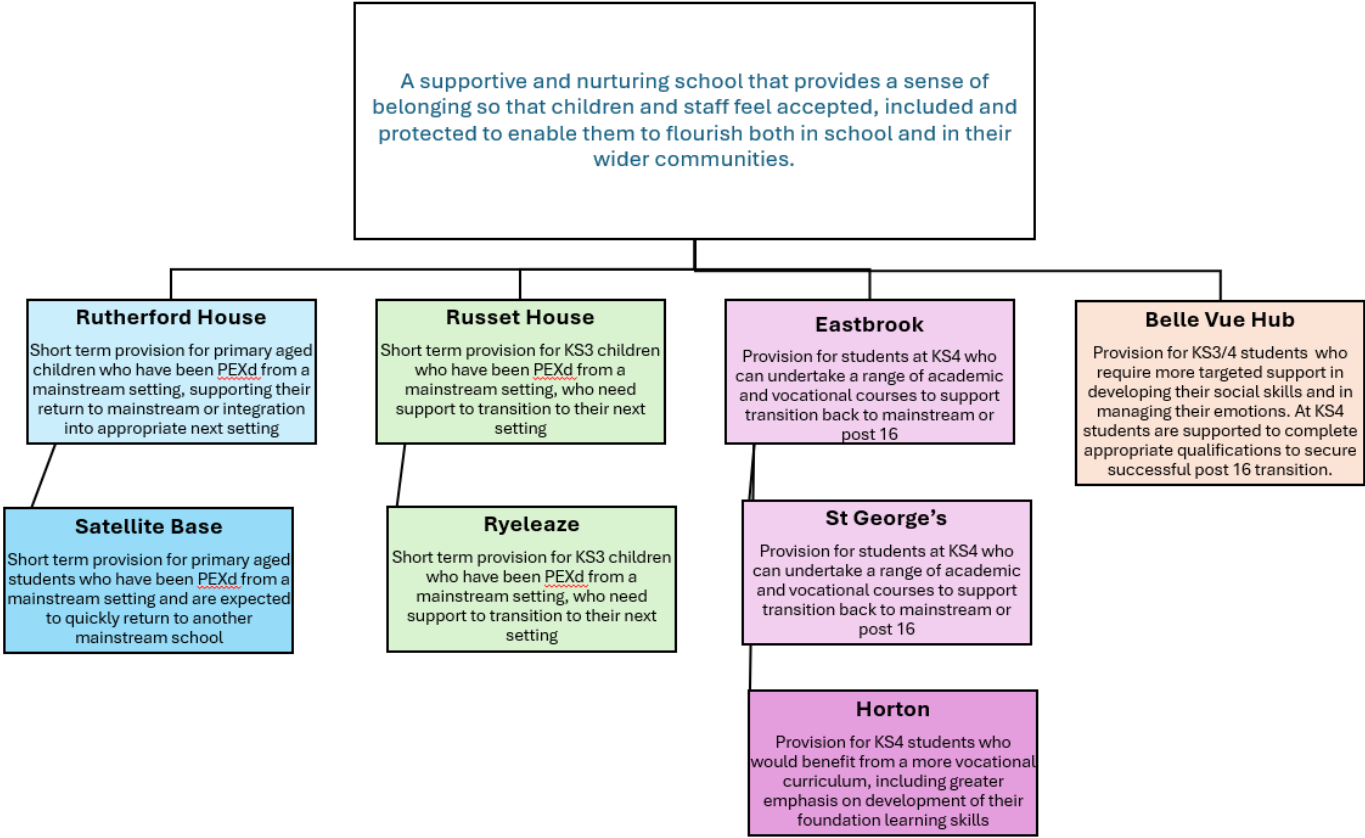
We aim to work collaboratively with our mainstream colleagues and other partners to ensure that there is 'right time' support for all young people. We know that working with and alongside our families is also key and staff are there to help beyond simply what happens in school. This post will play a key role in working with students in school to support them to meet our 'ready, respectful and safe' expectations, providing 'on call' support for teachers and targeted interventions for individual or groups of students.

We look forward to hearing from you and hope to welcome you to our team.



Our school population

In September we will have seven centres across Gloucestershire, plus a primary satellite classroom in Andoversford Primary School. Each centre across the school has a distinct purpose, so that our provision is needs, rather than geographically, led. This does sometimes lead to longer journeys for some students; however, it ensures that we are able to develop an offer that is led by the students’ needs.



Our school population is never static as students join and leave us at any point during the academic year. Below is the data as at the start of April 2025:

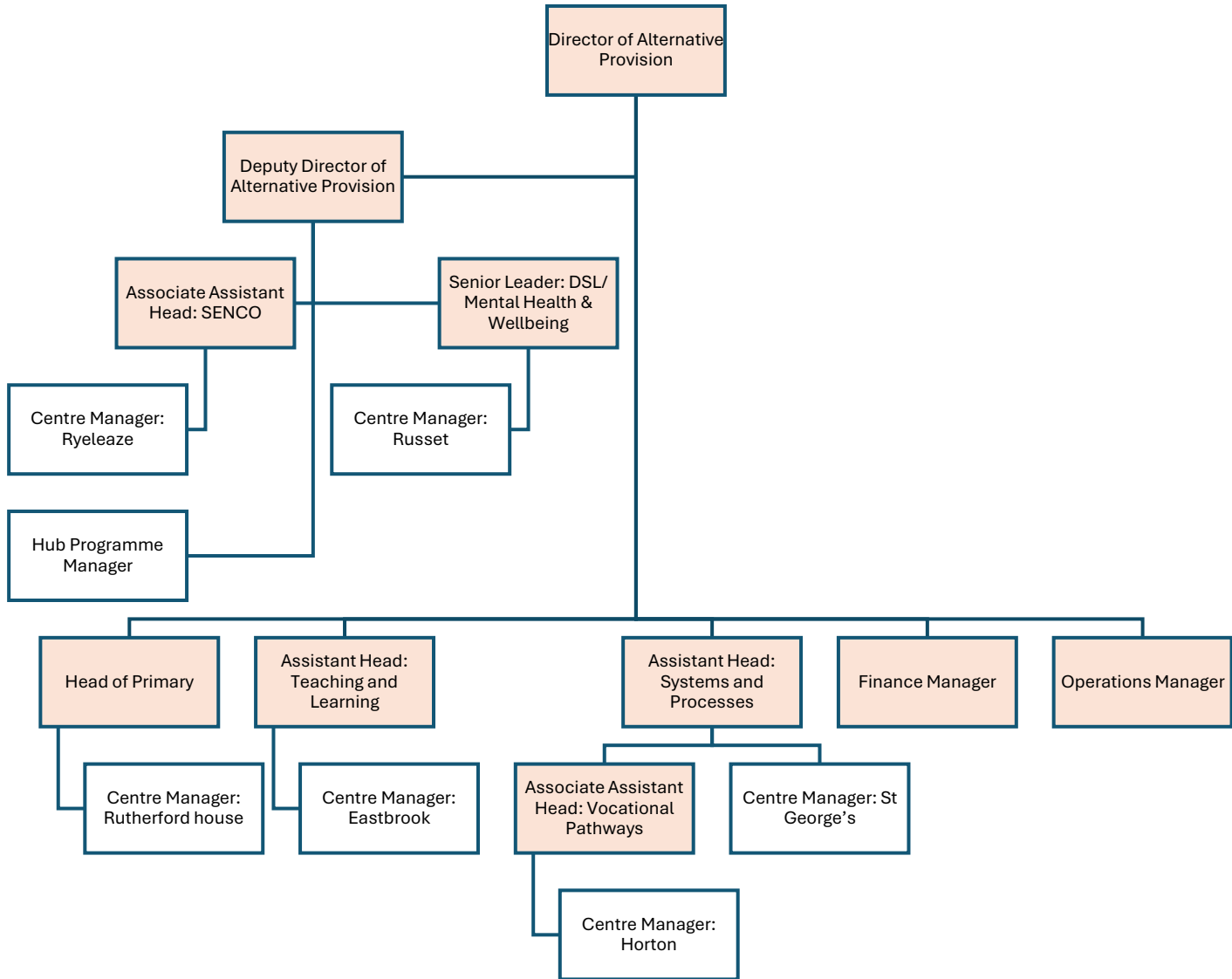
Year Group	Number on roll
1	6
2	9
3	8
4	8
5	12
6	8
7	9
8	24
9	50
10	63
11	68
Total	265

Male	187 (71%)
Female	78 (29%)
EHCP	50 (19%)
My Plan/+	117 (46%)
Child Protection	16 (6%)
CiN	30 (13%)
CiC	24 (9%)



School structures

The successful candidate will be joining a large school – we will have around 120 staff in September 2025. Through our school calendar events, you will enjoy the opportunity to work with a wide range of colleagues on the team.



You will be a member of a centre team at either St George's, Russet House or the Eastbrook Centre and you will enjoy the opportunity to being part of a strong supportive team, with professionals who share a deep commitment to supporting young people. The introduction next year of flexible training and CPD opportunities through 12 hours of twilight will provide you with a chance to collaborate with colleagues across the school, as well as focus on your own training needs.

