



## **Recruitment Pack**

**St Margaret Ward Catholic Academy**

**Assistant Pastoral Leader**

Closing Date: Friday 10<sup>th</sup> January 2025

Interviews: Wednesday 15<sup>th</sup> January 2025

# A Message from the Catholic Senior Executive Leader

Dear Applicant

Thank you for your interest in the position of Assistant Pastoral Leader at St Margaret Ward Catholic Academy which forms part of the Newman Catholic Collegiate in North Staffordshire. I am delighted to have this opportunity to introduce myself, to give some details about our Collegiate and to describe the kind of candidate we hope to appoint to this position.

Our Collegiate currently consists of nine Catholic academies, eight primary and one secondary:

- St Margaret Ward Catholic Academy (Secondary)
- Our Lady & St Benedict Catholic Academy
- St John the Evangelist Catholic Academy
- St George & St Martin Catholic Academy
- St Joseph's Catholic Academy
- St Mary's Catholic Academy
- Our Lady of Grace Catholic Academy
- St Wilfrid's Catholic Academy
- St Peter's Catholic Academy

As a Catholic group of academies, the basis of our mission is to value and respect every person as an individual made in the image of Christ.

We are ambitious and seek to secure the very best outcomes for all our learners, developing pathways from Early Years to Post 16 and beyond. Our Catholic ethos is based around nurture and the ambition to drive outstanding achievement – this applies both to our students and our staff who strive to live their lives in the values of our Faith. Through excellent and effective professional development and an extensive pastoral programme, we create an environment which enables staff to enhance their practice and develop professionally.

Parents and stakeholders in our Catholic communities are at the heart of our learning partnerships. Our Directors and Governors are both supportive and challenging and all our staff are committed and dedicated to providing the highest standards of education for all of the children and young people in our academies.

We are looking for a dedicated and enthusiastic professional to join our highly skilled staff and to be integral in delivering outstanding educational experiences to all the young people.

I look forward to receiving your application and meeting you soon.

Yours faithfully,



Ian Beardmore  
Catholic Senior Executive Leader



## Growing Together for Life

The Newman Catholic Collegiate is a group of nine schools that believe through collaboration we can grow together to improve each and every individual. Whilst each of our schools is unique, we know that by growing together we are able to offer the highest quality Catholic education for children aged 2 -19, centred on the teachings of Christ.

Our collegiate:

- Ensures that transition is smooth, meaning that children are able to start high school knowing the school and staff and the staff know them.
- Shares best practice across all our schools meaning that all children benefit from the best possible experiences.
- Works closely together to ensure we provide the best quality Catholic education to all of our children.
- Offers an inclusive environment that welcomes and celebrates the uniqueness of everyone.
- Works closely with ITT (Initial Teacher Training) providers to ensure we are growing our own Catholic teachers and leaders of the future.
- Supports each other to improve outcomes for all the children we serve.
- Benefits from a high-quality central team ensuring we always get value for money and economies of scale meaning our money goes further.
- Studies the latest educational research meaning the actions are evidence based and impact on pupil outcomes.
- Ensures we develop the character of our children as we believe that to be the best you need to see the best.
- Values our staff.
- Is committed to supporting the Diocesan vision and merge with our two other local MACs so we form a strong, larger MAC at the heart of our Catholic communities.

Our collegiate aim is for all of our children to start in one of our Nurseries and spend seventeen years of their lives 'Growing Together for Life'

## Vision

By growing together:

- Our priority is to help students to know Jesus Christ, his mission and his Gospel, which forms our way of living.
- We commit to work together so that each academy, respecting its own unique character, will offer an outstanding Catholic education to all.
- Our shared vision of life respects the uniqueness of all students. We will know one another, offering each other encouragement and active support.
- We support our families, engaging them in their parish communities, and offering them unconditional love, so that they may achieve their potential and live life in its fullness.
- We commit to serving our communities through charitable outreach and commitment to inclusivity.

## Our Values

**Our core values are based on the beatitudes**

“Blessed are the poor in spirit, for theirs is the Kingdom of heaven”

**Values: Faithfulness & Integrity**

“Blessed are those who mourn, for they shall be comforted”

**Values: Dignity & Compassion**

“Blessed are the meek, for they shall inherit the earth”

**Values: Humility & Gentleness**

“Blessed are those who hunger and thirst for righteousness, for they shall be satisfied”

**Values: Truth & Justice**

“Blessed are the merciful, for they shall obtain mercy”

**Values: Forgiveness & Mercy**

“Blessed are the pure in heart, for they will see God”

**Values: Purity & Holiness**

“Blessed are the peacemakers, for they shall be called children of God”

**Values: Tolerance & Peace**

“Blessed are those who are persecuted for righteousness’ sake, for theirs is the kingdom of heaven. Blessed are you when they insult you and persecute you and utter every kind of slander against you because of me. Be glad and rejoice for your reward is great in heaven; they persecuted the prophets before you in the very same way”

**Values: Service & Sacrifice**

## Our Ambition

Our ambition is:

- To ensure all our schools are judged outstanding in all areas of the CSI framework.
- To ensure that all children who attend one of our primary schools will attend our high school.
- To fulfil the Diocesan vision and merge with the other MACs in North Staffordshire.
- Develop an ambitious curriculum from 2-19 that has clear intent, is expertly implemented and produces high impact for all.
- To know all our staff well and utilise their talents for the good of all.
- To narrow any attainment gaps to ensure all children succeed.
- To ensure all our SEND pupils are supported to access the full curriculum and reach their full potential.
- To be outward looking in our approach. To offer and receive support from other schools outside of the collegiate, liaising with external partners for the development of our MAC.
- To value all our staff, sign up to the education staff wellbeing charter and continue to consider the workload and wellbeing of all.
- To continue to develop the central team to ensure it supports schools with effective financial, estate and business management.
- To listen to the views of everyone, ensuring we move forwards together.
- To ensure all our schools retain their individual Catholic identity and their uniqueness is celebrated.
- To ensure that we learn from the best and that our children have the cultural capital to achieve through carefully planned character and spiritual development.

## Our Academies:



### St Margaret Ward Catholic Academy

Our aim is to provide children, from all abilities and backgrounds, with the best possible opportunities for success. We aspire for all students to succeed through excellent teaching, uncompromising standards of behaviour and persistent unconditional care. Through the inspiration we find in the words and example of our three patrons, St Margaret Ward, Saint John Henry Newman and St John Baptiste De La Salle we aspire to provide an education that produces responsible, compassionate, tolerant, courageous, and non-judgmental young people who live their lives with integrity.

As an Associate Lasallian school, the five core values of a Lasallian education are central to us; Faith in the Presence of God, Respect for all persons, Quality education, Inclusive community and Concern for the poor and Social justice. Inspired by these words of John Baptiste De la Salle; 'Teaching minds, touching hearts, transforming lives', we have developed a challenging knowledge centered academic 'Teaching minds' curriculum and a thorough 'Touching Hearts' curriculum that supports the holistic formation of each child in order to transform lives. Our mission therefore, is to educate their mind and heart and deliver an education for all our young people which will provide them with a broad range of choices and opportunities in the future. We proudly celebrate the high standards our students achieve in examination results, in the arts and in sport.



### Our Lady & St Benedict Catholic Academy

Our academy provides opportunities for every member of our community to strengthen their spiritual relationship, belief and faith in Christ and one another. Through daily prayer, worship and liturgy we learn to live with one another based upon the teachings of the Gospel Values. We believe that every person matters and that they are entitled to equality of opportunity. Each individual's unique God-given talents are nurtured and celebrated and through an excellent Catholic education, each member will achieve their full potential and come ever closer to understanding their vocation.

We are committed to sharing a strong, loyal and supportive partnership between children, parents, governors, staff, parish and community where the teaching of Christ and the Church are used as our guide to ever strengthen our relationship and service to one another. We provide an environment in which our children understand they are made in the image and likeness of God and they develop self-discipline, respect and care for all, through their words, actions and thoughts.

Through the teachings of Christ and the example of our patrons; Our Lady and St Benedict, we encourage all our children to act as ambassadors for the school now and for their future place within God's world.

*'Let them prefer nothing whatever to Christ. And may He bring us together to everlasting life'* Rule of St Benedict.



## St John the Evangelist Catholic Academy

Our academy places the teachings of Jesus Christ at the centre of everything we do and learn. The children at St. John the Evangelist are wonderful role models in our society and each and every one of them grow and enjoy a wide range of learning experiences, which help them to develop into independent and responsible followers of Jesus, ready for the next stage of their journey. Pupils are given many opportunities to serve each other in school through the work of the school council, playground leaders, Mini Vinnie's, altar servers, hall monitors, sports monitors and house captains. Pupils see it as their Christian responsibility to support one another in both work and play and take this responsibility seriously, understanding it forms part of their service to God and others.

Our academy is a happy place where everyone learns. Our children thrive through the broad and balanced curriculum and the extra-curricular clubs on offer. We shape our curriculum to ensure it is ambitious and fully inclusive of every child and that it addresses each aspect of how a child develops, progresses and grows academically, emotionally and within their faith. We pride ourselves on being an inclusive school in its broadest sense. This ensures that we all continually learn to support one another whilst having compassion and empathy for those who may have different needs to our own. We believe that every child is a unique gift of God and each and every one is granted unique God-given talents. Whether these talents are many or few, our aim is to help each child develop to the full. We aim to foster a shared responsibility between home, school and parish for the full development of each child in a secure and happy environment. We fully believe that when families and school work together we are strengthened in ensuring that all pupils reach their full potential.



## St Joseph's Catholic Academy

St Joseph's Catholic Academy is a one form entry primary school with a Pre School offering funded and paid places for two and three year old's and a Nursery class. Our school is friendly, welcoming and inclusive of all. Our mission statement, "With God all things are possible" explains what St Joseph's Catholic Academy is all about.

Our levels of expectation in all areas of school life are realistic yet challenging. Our children enjoy learning and are encouraged to strive for excellence. Whilst we value and celebrate academic progress and achievement we place great emphasis on the development of the whole child.

As a Catholic school, our core mission and purpose is to provide an inclusive education for all which is based on the life and teachings of Jesus Christ. We believe that every child has been created in the image of Jesus Christ and we respect each individual and their talents and support them to achieve their full potential.

Whilst we value and celebrate academic progress, we also place great emphasis on the development of the whole child. We acknowledge the very wide range of social and economic backgrounds of our children and



seek to raise children's awareness of the possibilities for their present and future. As such, our curriculum drivers are:

- Aspiration
- Opportunity
- Resilience
- Compassion

St Joseph's is a happy and caring place with a very strong sense of community. Our children enjoy learning and are encouraged to strive for excellence in all that they do. In return, our dedicated team of staff are committed to doing all they can to enable each and every child to achieve their full potential. We offer a range of curricular and extracurricular activities to suit all interests and learning styles and are particularly proud of our sports facilities.



## St George & St Martin Catholic Academy

At our academy the teachings of Jesus Christ are at the very centre of the daily lives of the children. We provide a Catholic environment enabling each child to grow, learn and love to meet their full potential. This is supported by the excellent relationships between all members of our school community working together with children at the heart of everything that we do.

We are proud of the curriculum offered to all of our children, including our wide range of extra-curricular activities and the use of visits to enhance our curriculum, allowing our children to have a variety of experiences.



## St Mary's Catholic Academy

St Mary's Catholic Academy serves the parish of Norton –le- Moors. The school greatly benefits from the support of the Parish and as such is at the heart of the community. 'Many Hearts, One Accord' guides us to be called to our mission to value and respect every person as an individual, made in the image of Christ.

Many opportunities including an active school council enable pupils to fully participate and contribute to all areas of school life. The curriculum at St Mary's has been carefully designed to be engaging and ambitious, ensuring that pupils are fully prepared for the next phase in their education. The wealth of extra-curricular activities and after-school clubs for pupils throughout the school further enhances our curriculum with a focus on developing the character of each child. High expectations of behaviour, coupled with the ambition for every pupil to flourish both spiritually, socially, morally and academically ensures that we fulfil our mission to 'grow and learn together to build the Kingdom of God'.

Healthy home-school partnerships are held in the highest regard. This is achieved through regular communication and contact with parents. Parents are invited to share in the successes and achievement of the children. As such, many events are held in school including a weekly celebration assembly which is well attended by families.



## Our Lady of Grace Catholic Academy

Our Lady of Grace serves the parish of English Martyrs. The school greatly benefits from the support of the Parish and as such is at the heart of the community. As a Catholic school, we are called to our mission to value and respect every person as an individual, made in the image of Christ. Children are actively encouraged to participate fully in school life by contributing in many ways including sharing ideas through an active school council. At Our Lady of Grace, we offer an engaging, ambitious curriculum which is carefully crafted to ensure that pupils are fully prepared for the next phase in their education. The curriculum is further enhanced with a wide variety of extra-curricular activities and after-school clubs for pupils throughout the school which focus on developing the character of each child. High expectations of behaviour, coupled with the unwavering ambition for every pupil to flourish both spiritually, socially, morally and academically ensures that we fulfil our mission to 'grow and learn together for life to build the Kingdom of God'.

Healthy home-school partnerships are held in the highest regard. This is achieved through regular communication and contact with parents. Parents are invited to share in the successes and achievements of their children. As such, many events are held in school including a weekly celebration assembly which is well attended by families.



## St Wilfrid's Catholic Academy

St. Wilfrid's Catholic Academy is a larger than average Catholic primary school with one and a half form intake. We are proud to be part of the Newman Catholic Collegiate. Our mission statement is 'Love one another as I have loved you.' In accordance with this, we teach our children to love and respect each other so that they grow to know that they are loved and are valued. The Gospel values underpin all we do and permeate the whole of our school curriculum. Through our curriculum, we instill a love of learning inspired by quality teaching, nurturing and developing individual strengths and talents. We believe every child is entitled to enjoy his or her childhood, whilst preparing pupils to become world class learners. We encourage and celebrate creativity, original thinking and imagination as well as effort and achievement.





## St Peter's Catholic Academy

### **Together, One Family, One Community in Christ.**

St Peter's is a one form entry primary academy where all children are cherished, where they enjoy learning and are encouraged to strive for excellence with the example of Jesus Christ at its very heart. We continue to learn from scripture to integrate Catholic Social Teaching into our school's curriculum, to develop a good understanding of God's world and the impact we can have on living, working and praying together ensuring a fair and respectful place for all.

We aim to foster a shared responsibility between home, school and the parish of St Joseph's, Burslem, for the full development of each child in a secure and happy environment. We deliver a curriculum that enthuses, excites and allows children to think about their learning explicitly and ensures that they are able to meet the learning goal identified by themselves or that teachers, have set. We share a multi-cultural school family where excellent attitudes to learning permeate throughout each school day, where we work, play, learn and model behaviours based on Gospel values which enhance our respect for all.

Children are given the opportunity to become self-aware, take risks, become aware of their strengths and weaknesses, are able to motivate themselves to engage in and improve their learning encouraging them to become leaders of the future through responsibilities including school council, head pupils, team captains to name just a few. We celebrate success at all levels giving the children the advantage of developing into well rounded, enthusiastic and successful learners. We believe that when parents/guardians and schoolwork in partnership we maximize the opportunities for pupils to reach their full potential.

# Job Description

## Assistant Pastoral Leader

St Margaret Ward Catholic Academy is part of the Newman Catholic Collegiate in which all members of staff are committed to our Catholic and Lasallian values which are exemplified in the care and support of all community members.

St Margaret Ward Catholic Academy is committed to providing a safe learning environment in which every community member can achieve their full potential, feels valued, safe and supported, and is able to grow and become the best version of themselves.

We are an Academy that promotes and celebrates diversity and which practices equality of opportunity.

### **Job Title: Assistant Pastoral Leader**

Hours of work: 35

Salary Scale: Level 7 SCP 17 – 22

Reporting to: KS4 and KS4 Pastoral Leaders

Responsible for: Enhancing the behaviour for learning, attendance and wellbeing of our students.

### **Summary and Overview**

- To be an Assistant Pastoral Leader
- To work with students, staff, families, carers and external agencies.
- To implement all relevant Academy and Collegiate policies and procedures.
- To work within the remit of the existing Pastoral structure and teams.

The Academy is seeking an individual who will support the existing pastoral leaders and work with other key staff to build upon our strengths and ensure that each child has the best opportunity to be the best version of themselves.

### **Specific Duties and Responsibilities:**

- Assist in the management of student behaviour by working closely with the existing Heads of Year and Pastoral Leaders.
- Help to foster a climate of praise and celebration.
- Undertake the assessment of individual student needs, including those relating to attendance and wellbeing.
- Advise Pastoral Leaders in the day to day management of student behaviour, including attendance and wellbeing as well as the production and implementation of whole school plans and initiatives.
- Manage a caseload of students.
- Ensure clear and effective channels of communication between staff, families/carers and any other agencies.
- Use internal data to analyse pupil engagement with school and their learning and propose/implement suitable strategies to address findings.
- At times, manage the supervision of students in the Zacchaeus Centre on a rota basis.
- Meet and work with families/carers to improve student attitudes where necessary.
- Liaise with our primary schools to ensure a smooth transition from one key stage to the next.

### **Miscellaneous**

- To be able to work flexible hours when the role requires.
- To promote inclusivity and widening participation by contributing to the achievement and implementation of the Academy's Equality and Diversity policy.
- To undertake any additional responsibilities and duties, commensurate with the post, as requested by the Principal.

*This job description is an outline of the key tasks and responsibilities and is not intended as an exhaustive list. The job may change over time to reflect the changing needs of the Academy, as well as the personal development needs of the post holder.*

**Person Specification:**

This person specification outlines the attributes that a candidate will need to have in order to undertake the roles and responsibilities of the Assistant Pastoral Leader post to the high standard required. When you complete the application form please illustrate that you have the capacity to undertake the roles described in the job description/person specification by giving examples of your achievements to date and describe how you have demonstrated that you have the qualities listed below:

	<b>Essential Qualities</b>	<b>Desirable Qualities</b>
Education and Qualifications	<ul style="list-style-type: none"> <li>• GCSE English and Mathematics Grade C or above (or equivalent)</li> </ul>	<ul style="list-style-type: none"> <li>• A Levels (or Level 3 equivalent qualifications)</li> <li>• University Degree (or equivalent)</li> </ul>
Proven Experience and knowledge	<ul style="list-style-type: none"> <li>• Experience in a role directly supporting families and children under 18</li> <li>• Knowledge and experience of statutory requirements relating to young people</li> </ul>	<ul style="list-style-type: none"> <li>• Experience with Children's Services</li> <li>• Experience of coaching, mentoring and/or supporting young people/families</li> <li>• Knowledge of current Ofsted Inspection Regime</li> </ul>
Skills and Abilities	<ul style="list-style-type: none"> <li>• Good working knowledge of Microsoft packages e.g. Word, Excel, PowerPoint, Outlook</li> <li>• Excellent written and oral communication skills, including strong record keeping and an attention to detail</li> <li>• Strong interpersonal skills – ability to build rapport and trust</li> <li>• Excellent organisational skills</li> <li>• Ability to work under pressure in a rapidly changing environment</li> <li>• Ability to use own initiative</li> <li>• Willingness to learn relevant systems and procedures</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of SIMS and CPoms</li> <li>• Capacity to practice and drive improvements</li> <li>• Confident to challenge any poor practice</li> </ul>
Personal Characteristics	<ul style="list-style-type: none"> <li>• A positive role model</li> <li>• Committed to excellence in all areas of practice</li> <li>• Strong collaborative work ethic</li> <li>• Able to actively support, promote and encourage the Academies Lasallian values</li> <li>• Ability to remain calm in stressful situation</li> <li>• Sensitivity, compassion and empathy towards the needs of others</li> <li>• Integrity and honesty</li> <li>• Patient</li> <li>• Professional and able to manage the highest levels of confidentiality</li> </ul>	<ul style="list-style-type: none"> <li>• Solution focused and optimistic</li> <li>• Evidence of recent self-development</li> </ul>

## How to Apply

If you decide to apply for this post, please complete an application form. **CVs will not be accepted.** Your formal letter of application (supporting statement) should be **no more than 1300 words** and should address:

- Why the post attracts you
- How your experiences and achievements match the job description and person specification

The Newman Catholic Collegiate will contact all candidates regarding their application and feedback will be given to all unsuccessful shortlisted applicants.

Applications should be returned to Mrs C Hollins: [chollins@smwca.org.uk](mailto:chollins@smwca.org.uk)

### Key Dates

**Closing Date:** Friday 10<sup>th</sup> January 2025

**Interviews:** Wednesday 15<sup>th</sup> January 2025

**As part of our shortlisting process, schools within the Newman Catholic Collegiate will carry out online searches of shortlisted candidates. This will help us to identify anything in a candidate's online activity that would not be in line with our Collegiate Ethos. Candidates should be prepared to talk about this at interview.**

## Benefits of Joining the Newman Catholic Collegiate

- Great employer pension scheme (Teachers' Pension Scheme and Local Government Pension Scheme)
- MAC recognition of national terms and conditions for teaching and support staff
- Valuable access to support services including counselling
- Access to the "cycle to work" scheme
- Family friendly policies including the opportunity to request flexible working, occupational maternity and paternity pay
- Free flu jabs
- A firm commitment to the Education Wellbeing Charter in all our schools

## Academy Location

St Margaret Ward Catholic Academy - Little Chell Lane, Tunstall, Stoke on Trent. ST6 6LZ

Our Lady & St Benedict Catholic Academy - Abbey Lane, Abbey Hulton, Stoke on Trent. ST2 8AU

St John the Evangelist Catholic Academy - The Avenue, Kidsgrove, Stoke on Trent. ST7 1AE

St George & St Martin Catholic Academy - Boulton Street, Birches Head, Stoke on Trent. ST1 2NQ

St Joseph's Catholic Academy - Mobberley Road, Goldenhill, Stoke on Trent. ST6 5RN

St Mary's Catholic Academy - Ford Green Road, Norton-le-Moors, Stoke on Trent. ST6 8EZ

Our Lady of Grace Catholic Academy – Woodland Street, Biddulph, Staffordshire. ST8 6LW

St Wilfrid's Catholic Academy - Queens Avenue, Tunstall, Stoke on Trent. ST6 6EE

St Peter's Catholic Academy - Waterloo Road, Cobridge, Stoke on Trent. ST6 3HL

## Additional Information

Ofsted Reports: [www.ofsted.gov.uk](http://www.ofsted.gov.uk)

Information about Staffordshire County Council: [www.staffordshire.gov.uk](http://www.staffordshire.gov.uk)

Information about Stoke City council: [www.stoke.gov.uk](http://www.stoke.gov.uk)

A copy of the most recent inspection report, and copies of the Safeguarding and Safer Recruitment Policies can be found on the Academy website.