October 2025

Dear Candidate

Thank you for your interest in our Pastoral Administrator vacancy. I hope that the provided information is helpful in encouraging you to apply for what is a vital role in our school.

We are looking to appoint an Administrator to join our Pastoral team at De Aston School, for:

* 37 hours per week - Monday to Thursday 8:30am to 4:30pm and Friday 8:30am to 4:00pm.
* 52 weeks per year, including 24 days paid holiday + bank holidays.
* Salary point 9 - £25,989.

The successful candidate will be supporting the Pastoral team with a range of administration tasks, including student admissions and records, as well as administrating first aid and creating Health Care Plan.

The school enjoys an outstanding reputation based on academic success and leadership along with a friendly yet positive atmosphere and is a genuinely comprehensive school. The successful candidate will have:

* Grade C/4 or above in GCSE English and Mathematics.
* A very good command of the English language.
* Strong communication, organisational, and ICT skills.
* The ability to multitask and cope well under pressure.
* Effective time management and prioritising skills.
* Proven ability to **lead and motivate a team.**

We offer:

* A warm, welcoming atmosphere.
* A genuinely committed, supportive and successful team.
* Excellent CPD opportunities.
* An outstanding reputation.
* Good work/life balance.

As Headteacher, I am passionate about evidence-informed pedagogy. If you join us, you will be joining a school that believes in investing in you, so you are able to develop your skills. We are a friendly, successful and vibrant 11-18 school, with excellent facilities and a genuinely comprehensive intake. We are a rural school, very much at the centre of the local community. We are a growth mindset school and believe that our motto (Believe. Strive. Achieve.) captures our philosophy and energy.

We are a school that cares about its staff. During our recent Ofsted inspection, the Inspector commented that:

“Leaders are considerate and supportive of the workload and well-being of staff. Senior leaders have high expectations of staff and are mindful of staff’s workload.”

“Staff say that they feel valued and appreciated. Morale is high. One member of staff summed up the views of many, by sharing that the school is ‘one big family’.”

Pastoral care lies at the heart of our students’ success and well-being. At De Aston School, you will be joining a passionate and dedicated pastoral team that works tirelessly to support every student’s journey—both academically and personally.

You will collaborate with a vibrant group of professionals, including our Education Welfare Officer, Heads of Year, Intervention and Behaviour Support Officers, our School Counsellor, and other pastoral admin staff. Together, this team forms a strong network of care, guidance, and encouragement.

Reporting to the Education Welfare Officer, you will be part of a team that’s deeply committed to helping students thrive. Our pastoral staff work closely and proactively to ensure every student feels supported, understood, and empowered to reach their full potential.

De Aston is a school with a total commitment to comprehensive education and has an outstanding academic and pastoral record. The school’s ethos is supportive in ensuring students are happy, challenged appropriately, enjoy their learning and achieve well, no matter what their background is.

We are proud of our success at receiving Careers Mark Gold and ESU Affiliate status. This reflects not only the commitment to and from a dedicated and hardworking staff, but also the enthusiasm and involvement of pupils, and the significance of the school to its locality, which it supports through a number of social, cultural and sporting activities at a level which is surprising given the relatively small size of the town.

The successful candidate may be assured that they will be working as part of a committed school staff and will find a good programme of professional support and career development within the department, and the school.

Lincolnshire, as a county, offers excellent value for money in the housing market and consequently our standard of living is higher than in other areas of the country. The countryside around Market Rasen is outstanding as we are situated on the edge of the Lincolnshire Wolds which is fast becoming a popular choice as a holiday destination and a good place to live, whilst also having the benefits of the historic city of Lincoln 30 minutes’ drive away.

Please contact Mrs Alice McNeill, PA to the Headteacher, via [vacancies@de-aston.lincs.sch.uk](mailto:vacancies@de-aston.lincs.sch.uk) or 01673 840 828, should you require any further information, or you would like to arrange a visit.

If you feel you can inspire, challenge and achieve at De Aston then we would be delighted to hear from you.

The closing date is **9am Monday 3rd November 2025**. With shortlisting taking place on Monday 3rd November 2025 and the interviews being held on **Monday 10th November 2025.**

To apply please complete our [application form](https://deastonlincsschuk.sharepoint.com/:w:/s/Documentstore/EfeHLZsh-dZNu7b6no0MsHIBg6pdHDwEHbPr7M29Thxgfw?e=eZNKbd) and send it to Mrs Alice McNeill at [vacancies@de-aston.lincs.sch.uk](mailto:vacancies@de-aston.lincs.sch.uk). Please ensure you also include your completed [self-declaration form](https://deastonlincsschuk.sharepoint.com/:w:/s/Documentstore/EbLj81CAop1HvH8LgPZH9mgBWkUoxBrnWvkfiQqsFiPZWg?e=p021aF) and [equal opportunities monitoring form](https://deastonlincsschuk.sharepoint.com/:w:/s/Documentstore/EbOgfmYxPn5FttwU7gf1a9sB_SDi29kDUzJVlOq9hqvCxg?e=BVHr5s). Please note we do not accept CV’s.

Please ensure that within your application you provide the names, addresses, and contact details for two referees, one of whom should be your current or most recent employer.

The School is an equal opportunities employer. We celebrate diversity and are committed to creating an inclusive and diverse environment for all employees and students.

Under Part 7 of the Immigration Act 2016, the Public Sector fluency duty requires state funded schools to ensure candidates for their customer facing roles have the necessary standard of spoken English.

Thank you for your interest and we look forward to hearing from you.

Yours sincerely

Simon Porter

Headteacher

Enc: Job Description, Person Specification

*De Aston School is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment. All posts will be subject to an enhanced DBS disclosure, medical and reference checks.  All pre-employment checks are in line with Keeping Children Safe in Education.*

**Job Description**

Reports to: Educational Welfare Officer

Salary Point: 9

**Main Purpose of the Role:**

* To provide administrative support to ensure the smooth running of pastoral care, including oversight of student reception and undertaking first aid.

**Core Responsibilities and Tasks:**

Admin:

* To provide administrative support to the pastoral team, including filing, word processing, telephone messages, reprographics work, post, uniform support, and confiscated items.
* To maintain such records as may be required, including admissions, leavers, FSM, PP, and student records, etc.
* To assist in the compilation of such reports, records and assessment of data as may be required by senior staff, governors, and external bodies involved with the school.
* To use computerised systems e.g. Bromcom, or other databases, to input and manage data.
* To assist in the organisation of school activities/events.
* To cover student and visitor reception, as needed.
* To line-manage the Pastoral Administration Assistant.
* The postholder may have limited exposure to abuse/aggression from pupils, parents and carers.

First Aid:

* To have/undertake a First Aid at work qualification in order to support the First Aid requirements of the school as required, including creating and maintaining student health care plans.
* To administer first aid to pupils and staff when appropriate and, very occasionally, accompany pupils to medical centres to receive attention, if parents are unavailable.
* To inform parents and staff, as appropriate, of any action taken.
* To undertake requisition of materials and their reception and storage, including those requiring special care, e.g. medicinal drugs.
* To maintain the first aid boxes in a fit state for use.
* To maintain medical records of pupils.
* To telephone parents of sick children to ask for them to be collected.
* To organise and assist with school vaccinations.

General:

* The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.
* The postholder is required to carry out the duties in accordance with the school’s policies.
* All school staff have a responsibility to safeguard and promote the welfare of children and young people within the school.
* The postholder is expected to pursue and promote the achievement and integration of diversity and equality of opportunity throughout their activities.
* The postholder is required to participate in the school’s performance management process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date.
* The postholder is expected to main high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents, and colleagues.

**Qualifications and Experience:**

* Grade C/4 or above in GCSE English and Mathematics.
* A very good command of the English language.
* Strong communication, organisational, and ICT skills.
* The ability to multitask and cope well under pressure.
* Effective time management and prioritising skills.
* Proven ability to **lead and motivate a team.**

Desirable:

* 3 years’ experience in a similar role.
* Knowledge of Bromcom and Synergy.
* First aid qualification.

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**Person Specification**

This person specification provides an indication of the skills, experiences, abilities and values that we are seeking for in a Pastoral Administrator. We are interested in candidates with the potential to make a substantial contribution to De Aston and we are committed to developing, through CPD, the successful candidate.

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| --- | --- | --- | --- |
| **Attributes** | **Criteria** | **How Identified** | **Rank** |
| Education and Training | 1. First Aid training 2. GCSEs grades C/4+ in English and mathematics | A  A | Desirable  Essential |
| Skills and level of experience. | 1. A very good command of the English language. 2. Strong communication, organisational, and ICT skills. 3. Worked in an office environment/school environment. 4. Knowledge of Bromcom, Synergy (LCC portal). 5. Effective time management and prioritising skills. | A & I  A & I  A & I  A & I  A & I | Essential  Essential  Essential  Desirable  Essential |
| Abilities, behaviours, attitudes and values. | 1. Ability to work in a way that promotes the safety and wellbeing of children and young people. 2. Great degree of resilience. 3. Seek to help children rather than help themselves through children. 4. Self-aware and sees how their behaviour impacts on children. 5. Open to sharing ideas and not work in isolation. 6. Courage to take action to protect children from harm. 7. Ability to effectively manage workload, including multitasking, coping under pressure, delegating and prioritising. 8. Able to establish and maintain good professional relationships with learners, parents and colleagues. 9. Experience of leading, working, and co-operating successfully as a team leader. 10. Able to work on own initiative. 11. Ability to communication effectively and professionally. 12. Commitment to continued personal development. 13. Enthusiastic and hardworking. | A & I  A & I  A & I  A & I  A & I  A & I  A & I  A & I  A & I  A & I  A & I  A & I  A & I | Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Desirable  Essential  Essential  Essential  Essential |
| Any Additional Factors | 1. Ability, flexibility and willingness to take on other responsibilities or duties as deemed necessary. | A & I | Essential |

**Key:**

A = Application

I = Interview

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