

A CHURCH OF ENGLAND MULTI-ACADEMY TRUST  
DEDICATED TO TRANSFORMING CHILDREN'S LIVES



Canon Peter Hall Church of England Primary School  
**Pastoral Assistant**



# Pastoral Assistant

## SALARY

Grade 4 Points 9 - 12 £25,183 - £26,409 FTE  
£16,081.27 - £16,864.17 (Pro Rata)

## HOURS

27.5 hours per week, 39 weeks per year  
(Term time plus inset days)

## START DATE

As soon as possible

## LOCATION

Canon Peter Hall Church of England Primary School

## APPLICATION DEADLINE

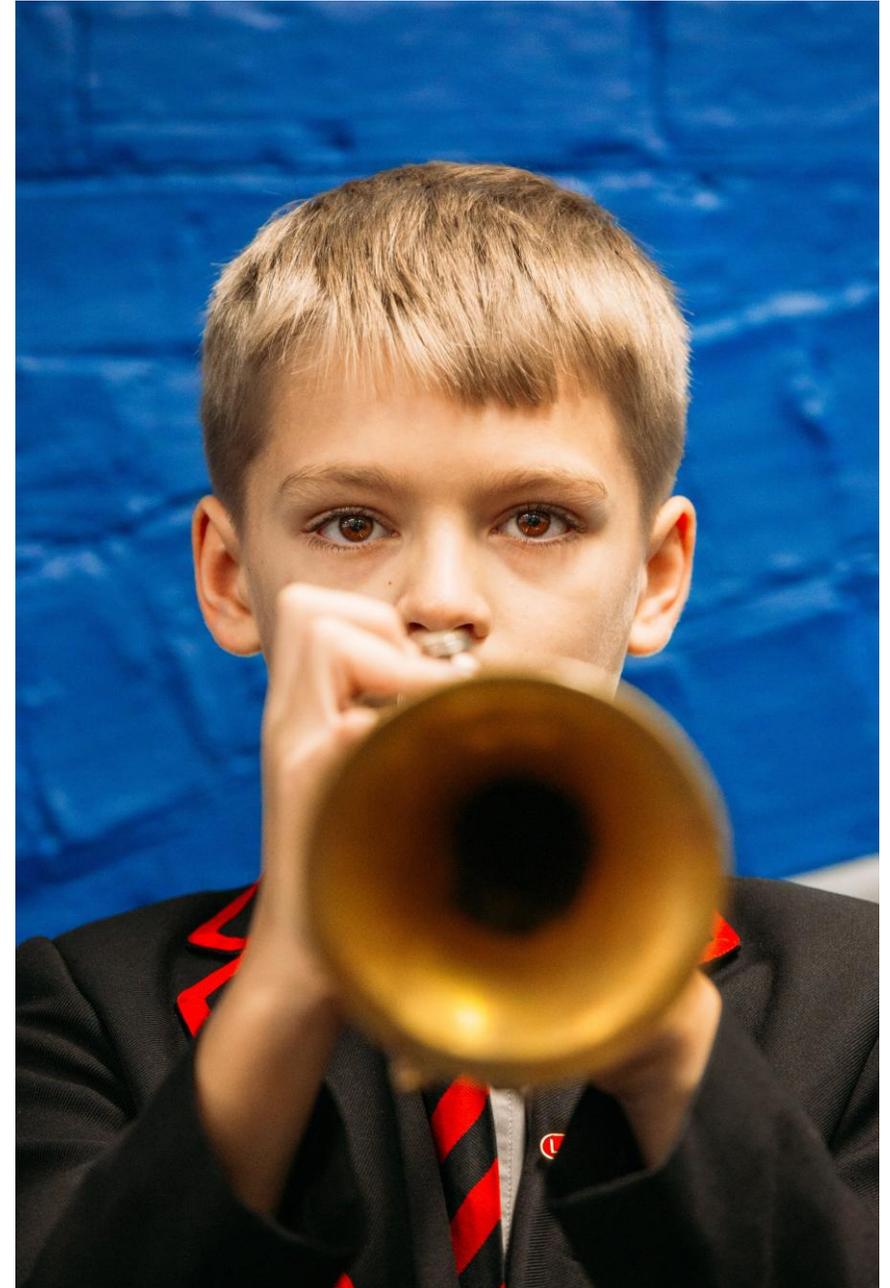
Wednesday 4th June 2025 (noon)

## INTERVIEWS

Details to be confirmed

For an informal discussion about the role, or to arrange a visit,  
please contact [enquiries@canonpeterhall.laat.co.uk](mailto:enquiries@canonpeterhall.laat.co.uk) or call  
01469 510300

Please go to [My Trust Careers](#) to apply



## Welcome from the CEO of The Trust – LAAT

### Be a part of something bigger...

Dear Candidate

What if every child was unique with **intrinsic value**? What if every member of staff was unique with intrinsic value? What if every school was **unique** with intrinsic value? At LAAT we believe that they are.

We're a **Church of England** trust so we call it being made in the image of God. But you don't have to. You just need to be able to look at our children and young people – however deprived or privileged, however difficult or compliant, whatever their background, or ability, or culture, or gender – and know that what you do, how you teach them, what you give to them, how you relate to them can **transform** their lives. And then you must have the energy, and passion, and drive, to give them your best.

We don't ask you to do this alone. We'll provide you with the **support** of a MAT who believes that you too are unique and **valuable** – valuable for who you really are.

So, is now the time to think hard about what you want and to look at what Greater Lincolnshire and Lincoln Anglican Academy Trust can offer you? A chance to grow your career, **professional support** and the opportunity to transform lives.

Within fabulous **Greater Lincolnshire** with its beautiful beaches, woods, Wolds, fields and fens its 2-university city and its access to new and growing technologies. Its **reasonable priced houses** and home to the Red Arrows.

Is now the time to find out more about us and to join our **community of Excellence, Exploration and Encouragement?** To change lives with us, for the better .

Jackie Waters-Dewhurst  
Chief Executive Officer

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will require the successful applicant to undertake an enhanced criminal record check via the DBS.



## What our Colleagues say about us...



'I have never been happier in a job than I am in this one. I feel extremely well supported by the Trust and colleagues in school and know that this school has been able to make rapid improvements in part due to the support we have had from Trust colleagues'

"SLT are caring and understand us as humans that have issues out of school. We are treated fairly and as part of a family' 'The Christian values of our school are lived out by stakeholders' 'As much is done as possible to support mental health and work / life balance"

'Just think we are flippin' awesome! We have passionate and dedicated teams and enable staff and children to flourish. I love my role and I am proud to be a part of this Trust. I wouldn't want to work anywhere else'

'Good working relationships, easy to talk to senior staff at school and trust level, supportive culture, wealth of knowledge and experience within the trust' 'Our links to our community, the children and parents. The support from the trust with curriculum'

'I like being part of a Christian school. I like how daily worship is valued. I appreciate the staff team in the school I work in. I appreciate the health care package and online health support'

'The sense of shared purpose to make changes for children to improve their life chances'

## Benefits of working in our Trust

### We see you and believe that you deserve the very best

- We firmly believe that, to ensure the best outcomes for our pupils, we must ensure the best support and career development for our colleagues.
- We provide opportunities from initial teaching training to supporting Headteachers who wish to take on Executive Headship, Specialist Advisor roles or supporting wider Trust work.
- All colleagues benefit from bespoke learning journeys to ensure that we are not only compliant with our statutory responsibilities, but so that our colleagues can be confident in fulfilling all aspects of their role to the highest standard.
- Our focus on Growth and Development rather than 'performance management', ensures that all colleagues are empowered to do their job to the highest standard and cements our commitment to the continuous support and development of our colleagues, enhancing their skills and knowledge.
- All colleagues have access to;
  - Over 70 online courses to support development
  - 24 hour confidential helpline covering legal, financial and health and wellbeing guidance
  - Free of charge counselling sessions
  - Virtual GP - Accessible by smart phone, or computer with same day appointments
  - Local Government Pension or Teachers Pension Scheme
  - Competitive annual leave entitlements for support staff colleagues
  - Favourable T&Cs for all colleagues to include enhanced HR policies for all colleagues
  - Opportunities for PPA at home for most teaching roles
  - Internal and external CPD and Networks for all colleagues



# About Canon Peter Hall Church of England Primary School



The Canon Peter Hall Church of England School is part of the Lincoln Anglican Academy Trust (LAAT). LAAT is a multi-academy trust formed by the Diocese of Lincoln. We are a growing and thriving family of schools who are dedicated to providing an excellent education for pupils across Lincolnshire. We place a strong emphasis on continued development. The relationship with the Trust brings great strength to all schools and enhances CPD opportunities for all staff.

Our children benefit from enrichment experiences that prepare them for “the world of work” enabling them to know they can achieve anything on their life journey.

Children enjoy opportunities to work as scientists, geographers, historians and artists, approaching each subject through the “lens” of the profession.

We are proud to work with a dedicated team of local businesses, who also recognise the value of our stakeholders, work closely with the children to teach them about the challenges, skills and rewards associated with business and the world of work.

A Key part of this role involves supporting vulnerable pupils including those who are dysregulated, assisting them during crises, creating and implementing behaviour support plans, and providing intensive support within the classroom as well as on a one to one basis.



## Job Description

The successful candidate will support the Pastoral Manager in the provision of an effective and proactive pastoral service within the school and to support the administrative processes, enabling compliant and timely interventions.

To develop and implement personalised action plans for groups and individual pupils based on a comprehensive assessment of their strengths, needs and strategies for overcoming barriers to learning e.g. behaviour, motivation, aspirations and academic achievement.

A Key part of this role involves supporting vulnerable pupils including those who are dysregulated, assisting them during crises, creating and implementing behaviour support plans, and providing intensive support within the classroom as well as on a one to one basis.

### Key Tasks and Responsibilities

To provide support for vulnerable children within the school to ensure safety and break down barriers to learning.

To provide support to enhance individual pupils raise aspirations and achieve full potential.

To promote, develop and maintain effective and supportive mentoring relationships with pupils.

To deliver 1-2-1 mentoring/support sessions with identified pupils or groups of pupils on a range of subjects that may be hindering individual learning.

Support and assist pupils in managing their own behaviour in and out of the classroom, in line with the school behaviour policy and Trust principles of unconditional positive regard.

Utilise skills to calm and diffuse difficult situations and support a restorative approach to behaviour management.

To monitor the progress of individuals at regular intervals and set new targets when appropriate.

To assist pupils in making the transition between key stages where appropriate.

To contribute to the development of group and individual programmes of support for pupils.

To maintain accurate records on named pupils which measure the impact of your intervention.

To provide written reports on your work as requested.

To support attendance principles by tracking pupil attendance and working with pupils/families to remove barriers to attendance.

To support the Pastoral Manager in effectively managing all aspects of the child in need process, arranging meetings with families and agencies, chairing TAC meetings, PSP meetings and producing accurate papers after.

To be first aid trained and to ensure any accident is managed and responded to in line with policy, to include accurate administration and reporting.

To present a positive personal image, contributing to a welcoming school environment which supports equal opportunities for all.

### Other

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 LAAT Equal Opportunities policies.

The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.

All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Academies' Safeguarding Policy. In addition, employees working with children have a responsibility to safeguard and promote the welfare of during the course of their work.

**The LAAT Trust promotes diversity and wants a workforce which reflects Christian Values. Applications are welcome from all, irrespective of gender, sexuality, race, religion, marital status, age, or disability.**



## Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to your work or relevant experience.

### Training/Qualifications/Experience

	Essential	Desirable
Minimum of 5 O Levels/GCSEs (To include English and Mathematics at Grade C or 4 or above)	*	
Experience in supporting situations arising from children with challenging behaviours	*	
Experience of dealing with sensitive and serious situations involving young people within a school or similar setting	*	
Experience of implementing plans, initiatives and strategies to improve pupil behaviour		*
Experience of implementing plans, initiatives and strategies to improve attendance		*

### Professional knowledge and understanding

Knowledge of procedures, practices and techniques for behaviour management.	*	
Awareness of how to identify students that are at risk of becoming vulnerable	*	
Understanding of the need to prioritise child protection issues above all other aspects of work	*	
Understanding of effective strategies for working with students and their parents	*	
Skills and good judgement relating to dealing with problems such as family issues, bereavement, safeguarding, etc.	*	
Ability to manage and prioritise a varied workload and work to deadlines.	*	
Recognises the importance of maintaining accurate records and following processes	*	

### Safeguarding Children

Current Safeguarding Training		*
Enhanced DBS Clearance	*	
Awareness of the importance of safeguarding and promoting the welfare of children	*	
A commitment to maintaining up to date knowledge of child protection legislation and guidance	*	

### Personal and Professional Skills and Attributes

	Essential	Desirable
Ability to empathise with students and parents, using diplomacy and sensitivity in handling a wide range of complex situations	*	
Ability to effectively communicate with students who are putting up barriers to learning and working with them to accept the range of support on offer	*	
Ability to use skills and judgement to manage student investigations, including taking statements	*	
Ability to communicate effectively with outside agencies in a professional and timely manner	*	
Ability to acknowledge when situations need to be escalated to their Line Manager for further guidance and support	*	
Awareness of the sensitivities of information and ability to apply confidentiality and discretion	*	

### Approach to Work

Maintain confidentiality at all times	*	
Ability to accommodate changes in work practice	*	
Apply attention to detail to ensure accuracy and validity	*	
Be able to work independently as well as part of a team	*	

### Behaviour Competencies – Candidates should:

Be respectful and able to act with tact and diplomacy	*	
Be empathetic and demonstrate an awareness of the differing needs of colleagues and pupils	*	

### Other – Candidates should:

Be a positive role model	*	
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# Our commitment to you

We believe that all our Schools are fantastic places to work. Our commitment to you is important, throughout the recruitment process and beyond. Our culture is one of development, equality, and consistency. We aim to demonstrate this through the below:

**Transparency** – we will treat you with respect, honesty, and fairness.

**Protecting your privacy** – we will ensure your information is secure and handled sensitively and in line with our Privacy Policy for prospective staff.

**Showcasing talent** – we'll provide a good opportunity for you to share your skills, experience, and potential.

**Feedback** – we will provide constructive feedback professionally.

**Listening** – we welcome feedback.

We hope to ensure that you have a positive experience throughout the recruitment process by:

- Providing you with clear, accurate and timely information.
- Giving you the opportunity to ask questions – and providing you with answers.
- Following a fair assessment process

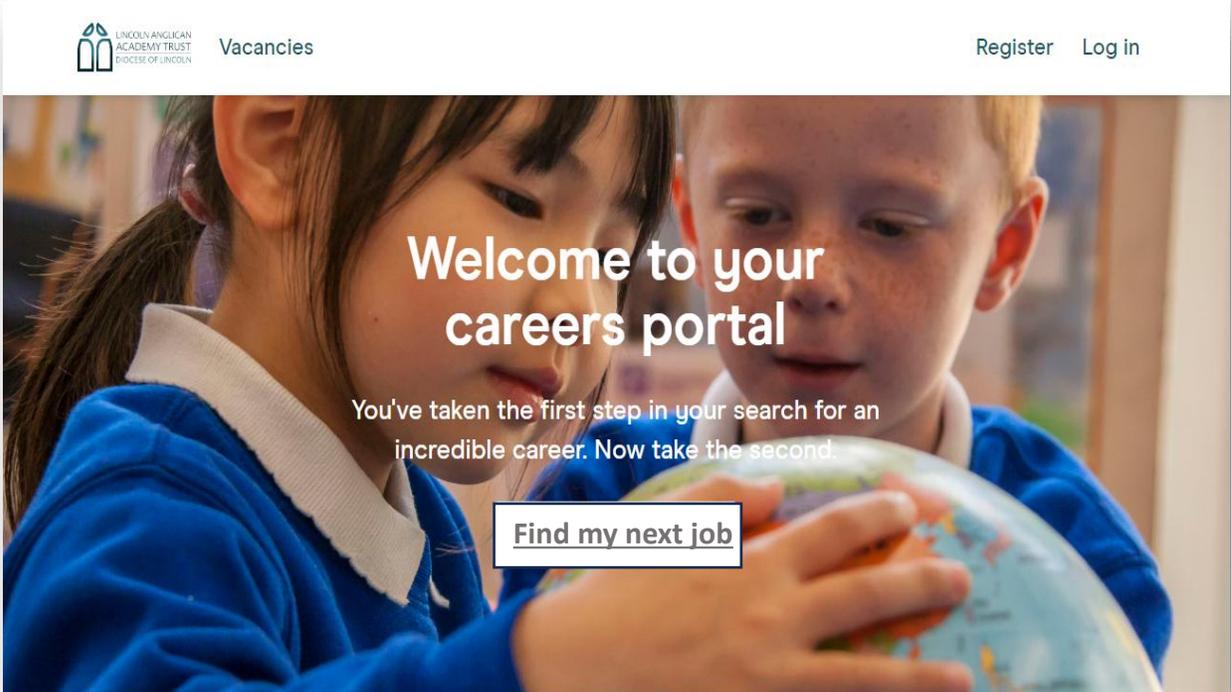
Please see link to our privacy notice for prospective candidates:

[Opportunities - LAAT \(thelaat.co.uk\)](https://thelaat.co.uk)

To apply, register interest or get live updates of all our current vacancies please visit

[My Trust Careers](#) and create an account.

**In line with Keeping Children Safe in Education, please be advised that if shortlisted, we will carry out internet searches to support our commitment to safer recruitment. Please note that the purpose of this is to identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with applicants at interview. Internet searches will be carried out by someone who is not directly involved in the recruitment process and only relevant information will be shared with the interview panel.**



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