



Pastoral Lead & DDSL

August 2025







# Welcome to St George's Primary School

St George's is a vibrant and friendly school that has been at the heart of the St George's Road community for over 130 years.

At St George's we aim to make learning exciting and meaningful so that every child in our community has the opportunity to achieve their full potential.

## About Us

In November 2016 the school converted to academy status joining the Yorkshire and the Humber Cooperative Learning Trust as a founder member.

## Values and Ethos

At St George's we recognise every child's right to a broad and balanced education in a safe environment that nurtures talent, creativity and individuality in all its forms. We aim to equip every child with the academic, social and creative skills to flourish in a diverse, exciting and ever-changing world.

We strive to develop confidence, resilience and high self-esteem in all learners so that they are able to persevere in times of difficulty and see mistakes not as failure but as opportunities to learn.

We celebrate diversity and together we learn to value and respect each other's views, beliefs and ways of life.

**Every child matters - every childhood matters.**



St. George's Primary School, St. Georges Road, Kingston Upon Hull HU3 6ED  
Telephone: **01482 351013** Email: **admin@st-georges.hull.sch.uk**



# Results - St George's Primary School

KS2	% at age related expectation -School	% at age related expectation - National
Reading	63.3	73
Writing	53.3	71
Maths	73.3	73
RWM	50	59

KS1	% at age related expectation -School	% at age related expectation - National
Reading	66.7	69
Writing	60	61
Maths	60	71

EYFS	% good level of development
School	53.3
National	68



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**Welcome from  
Thrive Co-operative  
Learning Trust Chief  
Executive Officer  
(CEO), Jonathan  
Roe**

On behalf of Thrive Co-operative Learning Trust, I would like to thank you for your interest in working with us.

Our mission is to *inspire pupils to thrive in life*. We work cooperatively as a multi-academy trust to enable each pupil, school, and community to reach their fullest potential, and to aspire living our co-operative values.

We hope that you would like to join us in this mission.




## Our Values



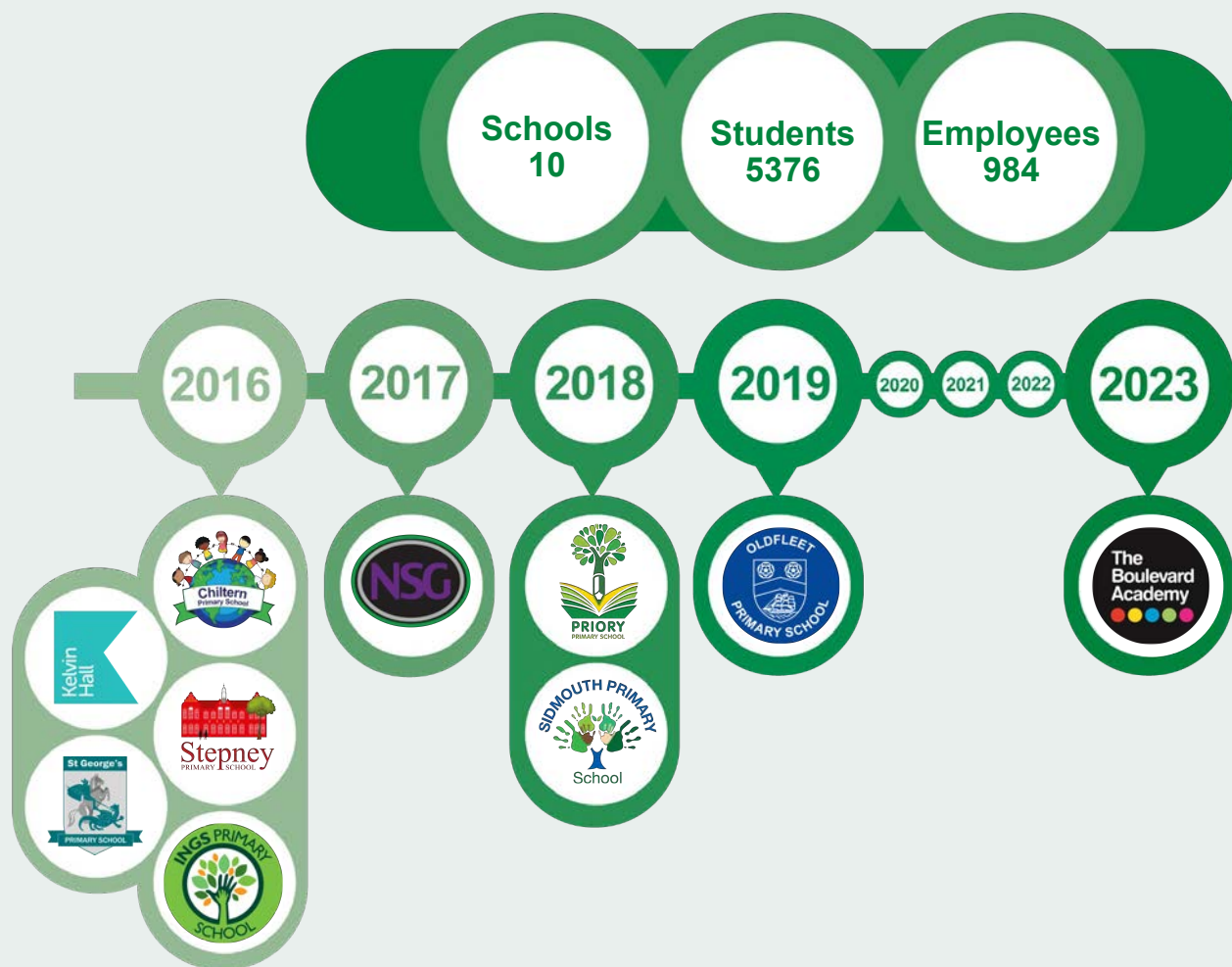
### Thrive Mission Statement *Inspiring pupils to thrive in life*

Thrive Co-operative Learning Trust **understands thriving to mean learning**, and learning to mean **growing in knowledge, self-reliance and in responsibility towards others**. Achieving this will allow pupils and staff to **develop a sense of agency and co-agency**, which is the awareness that we are powerful and can affect change, that life is something to be grasped rather than something that happens, and that we have maximum impact when **we work together for the common good**. This sense of agency plays out at three scales as it affects the future of **the individual, their community (local and national), and their planet**.

View our **Thrive Charter** here...



# Our Journey so far...

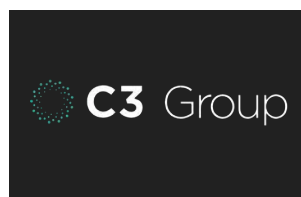


## Our Partners

Our ongoing partnerships with the following organisations



Our partnership with the Reach Foundation is leading us to develop a 'Cradle to Career' model across our three schools in HU3 - and later across the whole of Thrive.



Our recent partnership with C3 Group has brought us closer to achieving our goal of net-zero emissions, reinforcing our pledge to create a more sustainable future for our students, staff, and the wider community.



Yorkshire 100 aims to identify 100 future school leaders and take them on a development journey of peer-led support and cutting edge national and international school development.



Coop Schools provides services and support for the network of cooperative schools, strengthening school improvement and local accountability.



Registered Office Address:

Kelvin Hall School, Bricknell Avenue, Hull, East Yorkshire HU5 4QH

Tel: (01482) 342229 | Email: [jobs@thrivetrust.uk](mailto:jobs@thrivetrust.uk)



**Pastoral Lead and Deputy Designated Safeguarding Lead ( DDSL)**  
**Salary: Grade 8 Point 25- 28 (£ 29,944 - £31,744 actual salary per annum)**  
**Hours: 35 hours per week, Monday - Friday 8:30 am - 4:15 pm**  
**Term Time Plus 5 days**  
**Permanent**  
**ASAP**

The Thrive Co-operative Learning Trust is responsible for ten schools across Hull; three secondary and seven primary. A Thrive school is one that is a dynamic community of staff, pupils, and their families all focussed on one thing - *inspiring pupils to thrive in life*.

St George's is a vibrant inner city primary school looking to appoint a dedicated Pastoral Lead and Deputy Designated Safeguarding Lead ( DDSL)

We are looking for a practitioner who is committed to improving outcomes for children by supporting their emotional and behavioural needs; our successful candidate will also work closely with families and liaise with a range of outside agencies, including health and social care. You will need to be flexible and responsive, ideally someone who thrives on no two days being the same. At St George's, supporting the children's emotional well-being is everyone's responsibility; you will play a key role within the team developing and modeling positive relationships with children and families. You will also provide targeted support for those who struggle and support when children are in crisis. You will work closely with the Designated Safeguarding Lead.

Being a part of the Thrive Co-operative Learning Trust, you will have access to a range of support and professional development opportunities from within our school and the academy trust as a whole.

As part of the safeguarding team in a Thrive Co-operative Learning Trust school you will be part of a wider team working hard to keep children safe across Hull. Come and meet us, have a tour around the school, and see what we have to offer.

**Closing date: Sunday 17th August 2025**

**Interview date: To be confirmed**

As part of Thrive Co-operative Learning Trust's commitment to safer recruitment processes and in accordance with statutory guidance: [Keeping Children Safe in Education](#) an online search will be carried out on all shortlisted candidates.

**Please note, we do not accept CVs, applications must be submitted using our application form.**

**Our commitment to Safeguarding:** Thrive Co-operative Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Each school has a robust Safeguarding Policy and all staff receive training relevant to their role at induction and throughout their employment.

A candidate's suitability to work with children will be explored at all stages of the recruitment process. The successful applicant will, in accordance with statutory guidance, be subject to a comprehensive pre-employment checking process including receipt of a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS), a Children's Barred List check, a Section 128 Management Check if relevant, Prohibition check and overseas checks as applicable, identity check, medical clearance, proof of qualifications, satisfactory references and a check regarding their eligibility to work in the UK. This role involves contact with children and provides regular access to children, therefore it is 'regulated activity'. As such, this post is exempt from the Rehabilitation of Offenders Act - 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

**Our commitment to equality and diversity:** Thrive Co-operative Learning Trust recognises and celebrates the diversity of its schools and their communities. There is a shared commitment across the Trust to develop further a culture of respect, where discrimination is not tolerated, and individuals are treated equitably and fairly and feel a sense of belonging.

Please visit [Thrive Trust website](#) to view our Job Applicants Privacy Notice, which explains how we collect, store, and use personal data about individuals applying for jobs at our school.



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# Job Description

Post Title	Pastoral Lead and Deputy Designated Safeguarding Lead (DDSL)
Grade	8
Location	St Georges Primary School
Reporting to	Headteacher

## Purpose of Role

The Pastoral Lead and Deputy Designated Safeguarding Lead (DDSL) will play a crucial role in promoting and safeguarding the welfare of all pupils within the school. Working under the guidance of the Designated Safeguarding Lead (DSL) and in collaboration with the SENCo, the post holder will contribute significantly to the school's safeguarding culture and provide vital support for pupils' emotional health and wellbeing, helping them to thrive both academically and personally.

## Key Responsibilities

### 1. Deputy Designated Safeguarding Lead (DDSL):

- **Support for the DSL:** Act as a key support to the Designated Safeguarding Lead (Headteacher) in all matters relating to child protection and safeguarding.
- **Referrals:** In the absence of the DSL, respond to and manage safeguarding concerns, including making referrals to Children's Social Care and other external agencies, following agreed school procedures and local authority guidelines.
- **Record Keeping:** Maintain accurate, confidential, and up-to-date records of all safeguarding concerns, actions taken, and communications, ensuring compliance with data protection regulations.
- **Information Sharing:** Facilitate appropriate and timely information sharing with relevant staff and external agencies, whilst adhering to confidentiality protocols.
- **Early Help:** Promote and contribute to the school's early help offer, identifying children and families who may benefit from additional support and signposting to relevant agencies.
- **Policy and Procedures:** Have a thorough understanding of and contribute to the implementation of the school's safeguarding policy and procedures, ensuring all staff are aware of their responsibilities.
- **Training and Awareness:** Assist in raising staff awareness of safeguarding issues, contributing to in-house training sessions as required. Stay up-to-date with national and local safeguarding guidance and legislation (e.g., Keeping Children Safe in Education).
- **Safer Recruitment:** Understand and contribute to safer recruitment practices within the school, as appropriate.
- **Attendance:** Work with the attendance team supporting families and pupils where concerns arise, recognising potential links to safeguarding issues.
- **Online Safety:** Promote online safety for pupils and staff, and respond to concerns related to online exploitation or harm.



## P2. Pastoral Lead

- **Staff Support:** Support teachers with the management of behaviour day to day, de-escalating emerging issues and resolving problems using Restorative Practices.
- **Direct Pupil Support:** Provide direct, targeted emotional wellbeing support to individual pupils and small groups, through planned interventions, one-to-one sessions, and structured activities. This may include supporting pupils experiencing anxiety, low mood, bereavement, family breakdown, or those struggling with self-regulation.
- **Emotional Literacy:** Support the development of emotional literacy skills in pupils, helping them to identify, understand, and manage their emotions effectively.
- **Pastoral Care:** Contribute to the overall pastoral care of pupils, building positive relationships and acting as a trusted adult for children to confide in. Manage the supervision of pupils who, in the short term, are unable to regulate within the classroom environment.
- **Intervention Planning:** Work with the SENCo and class teachers to assess pupil needs and develop individualised or group intervention plans for emotional wellbeing, monitoring progress and adapting support as necessary.
- **Referrals:** Identify pupils requiring more specialist support and liaise with the SENCo, DSL, and parents/carers to facilitate referrals to external mental health services (e.g., CAMHS, school nursing, counselling services).
- **Parental Engagement:** Build positive relationships with parents/carers, offering advice, guidance, and signposting to resources that can support their child's emotional wellbeing at home.
- **Resource Development:** Contribute to the development and resourcing of emotional wellbeing provisions within the school (e.g., a quiet space, sensory resources, calming strategies).
- **Promoting Positive Mental Health:** Contribute to whole-school initiatives that promote positive mental health and wellbeing for all pupils.

## 3. HLTA Responsibilities (Contextual):

- **Curriculum Support:** Provide high-quality support for teaching and learning across the school, potentially covering classes for short periods or leading specific interventions.
- **Pupil Progress:** Contribute to the assessment and monitoring of pupil progress, particularly in relation to emotional and social development.
- **Behaviour Management:** Support the school's positive behaviour policy, employing effective strategies to promote positive behaviour and manage challenging situations.
- **Teamwork:** Work collaboratively with teachers, support staff, and external professionals to meet the diverse needs of pupils.

The Health and Safety at Work etc. Act 1974 and associated legislation places responsibilities for health and safety on Thrive Co-operative Learning Trust, as your employer and you as an employee of the council. In addition to the overall duties, the post holder has personal responsibility for their own health & safety and that of other employees; additional and more specific responsibilities are identified in the H&S policy.

## Safeguarding Children

Thrive Co-operative Learning trust is committed to safeguarding and promoting the welfare of our pupils and young people. Each school has a robust Safeguarding Policy and all staff will receive training relevant to their role at induction and throughout employment at the school. We expect all staff to share this commitment. All post holders are subject to a satisfactory Enhanced disclosure from the Disclosure & Barring Service (DBS) and satisfactory employment references, as well as identification and qualification checks which will be required before commencing duties.





<b>Responsibilities for Staff:</b>	Ensure that all staff training is up to date, that staff understand how to use record keeping systems.
<b>Responsibilities for Customers/Clients:</b>	Safeguarding and promoting the welfare of children. To share the corporate responsibility for the well-being and discipline of all pupils. To maintain positive relationships with the parents and carers of the children. To be responsible for your own safety and that of others.
<b>Responsibility for Budgets/Financial Resources:</b>	None
<b>Responsibility for Physical Resources:</b>	Prepare, maintain and use equipment and resources, including ICT, for use in relevant learning activities. Records on relevant files of pupils.

		E	D	How Identified
<b>Qualifications</b>	HLTA status or equivalent qualification.	✓		AF, QC
	Good general education, including GCSEs (or equivalent) in English and Maths at Grade C/4 or above.	✓		
	Evidence of recent and relevant professional development in safeguarding, child protection, and/or emotional wellbeing eg. Safeguarding Level 3.	✓		
	Specific training in therapeutic approaches (e.g., ELSA, bereavement support, CBT informed techniques).		✓	
<b>Relevant Experience</b>	Significant experience of working with children in a primary school setting.	✓		AF, I
	Demonstrable experience of working with vulnerable children or those with additional needs.	✓		
	Experience of supporting children's emotional wellbeing.	✓		
	Experience of applying safeguarding procedures.	✓		
	Experience in delivering training or workshops.		✓	
<b>Skills &amp; Abilities</b>	Motivation to work with children and young people	✓		AF, I
	Excellent interpersonal and communication skills, both written and verbal, able to build rapport with children, parents, and staff.	✓		
	Ability to remain calm, objective, and professional in challenging or sensitive situations.	✓		



<b>Skills &amp; Abilities</b>	Strong organisational skills, with the ability to manage a varied workload and prioritise effectively.	✓		AF, I, R
	Ability to work independently and as part of a team.	✓		
	Proficient in using IT for record-keeping and communication.	✓		
	Empathy, patience, and a genuine commitment to the welfare of children.	✓		
	Ability to identify and respond appropriately to safeguarding concerns.	✓		
<b>Knowledge</b>	Thorough understanding of Keeping Children Safe in Education (KCSiE) and other relevant safeguarding legislation and guidance.	✓		A,I, R
	Knowledge of child development and the factors that can impact on children's emotional wellbeing.	✓		
	Understanding of the role of the DDSL and the importance of confidentiality and record-keeping in safeguarding.	✓		
	Awareness of common mental health issues in children (e.g., anxiety, low mood).	✓		
	Knowledge of strategies and interventions to support emotional regulation and resilience.	✓		
	Knowledge of local early help services and pathways.	✓		
<b>Written Skills</b>	Ability to maintain accurate and up to date records of progress	✓		AF, I
<b>Personal Qualities</b>	Commitment to continued professional development	✓		AF, I
<b>Disclosure &amp; Barring Service</b>	The successful candidate's appointment will be subject to the School obtaining a satisfactory Enhanced disclosure from the Disclosure & Barring Service and Children's Barred list check	✓		DBS
	This post is exempt from the Rehabilitation of Offender Act 1974 the candidate is required to declare full details of everything on their criminal record.	✓		(after short listing)

# How to apply



Application forms can be downloaded from our website and should be returned to [people@thrivetrust.uk](mailto:people@thrivetrust.uk) by the closing date below.

Should you wish to have an informal and completely confidential discussion please contact the school office on 01482 351013 or email [admin@st-georges.hull.sch.uk](mailto:admin@st-georges.hull.sch.uk).

**Closing Date: Sunday 17th August 2025**

**Interview Date: TBC**



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