



Barr's Hill School
Building Brighter Futures

Pastoral Leader

Recruitment Pack





BUILDING BRIGHTER FUTURES

Our story is one of moral purpose. We are a learning community where everyone works collaboratively to plan, spread expertise and tackle challenges together — always focused on putting the needs of our students first. Together we build brighter futures.

Our Mission

We aim to make a difference by raising the horizons and ambitions of everyone who learns, works, and lives within our diverse communities.

Our Values

The Trust is committed to building brighter futures. This commitment is underpinned by three core values:

- Student's first
- It's about learning
- No barriers

Join Us

This is an exciting time to become part of The Futures Trust. Every role here is more than a job — it's real, impactful work that makes a meaningful difference in the lives of our students and their communities. We offer trust wide career paths and invest in outstanding opportunities for our staff to learn, grow, and truly change lives.



4

Primary Schools



6

Secondary Schools



9000+

Students



1300+

Staff



Thank you for considering a career with The Futures Trust.

We are delighted to provide you with this recruitment pack, designed to offer all the information you need to embark on a rewarding journey with us.

Emma Martin

Head Teacher



Placeholder image only



Barr's Hill School is an outstanding school that is committed to Building Brighter Futures for all of its students.

Every decision we make is about the young people we serve, their learning experience and their personal development. We are looking to expand our team of talented professionals who excel in their field to help us on the next phase of our exciting journey.

We look forward to hearing from you.



▼ Job Details

JOB TITLE	PASTORAL LEADER
OPPORTUNITY	We are seeking to appoint an excellent Pastoral Leader to support the aims and objectives of the school and work with the Leadership Team to ensure that students make outstanding progress by removing barriers to learning. Key areas of responsibility will be providing first line support to students on pastoral issues, providing achievement, attendance, behavioural and educational support to students and providing a strategic link between the school and other agencies and parents/carers. You will have a flexible and supportive approach to work and be a positive role model to pupils.
REPORTING TO	Hub Director / Leader
LOCATION	Based at Barr's Hill School with a requirement to travel to work at or for schools in the Trust.
SALARY/HOURS	Grade 6: £30,256- £36,124 per annum pro rata salary 37 hours per week/39 weeks per annum Monday – Thurs: 8.00 am – 4.00 pm, Fri: 8.00 am – 3.30 pm
BENEFITS ENHANCING WORKING LIVES	- Competitive rates of pay - Professional development opportunities - Career pathways across the Trust - Teacher / Local Authority Pension Scheme - Online retail discount - Employee Assistance Programme - Family Friendly policies to support family & carer commitments - Flexible Working Arrangements www.thefuturetrust.org.uk/why-work-for-the-futures-trust



Job Description

Job Purpose:

To support the aims and objectives of the school and work with the Leadership Team to ensure that students make outstanding progress by removing barriers to learning.

Duties and responsibilities:

Student progress

- Support students in their learning, and encourage positive attitudes and behaviour in and around school.
- Assist in the transition arrangements from one key stage to another.
- Support the organisation of Parents' Consultation and information evenings.
- Assist with the coordination, monitoring and evaluation of strategies to raise student attainment.
- Work with the Hub Director to use hard and soft data and wider soft intelligence to identify groups of students to put measures into place to raise achievement
- Support a case load of students and ensure measures are in place to raise achievement.

Student attendance

- Improve the attendance by running robust systems and intervening with key students.
- Monitor and run punctuality procedures that ensure tutors effectively tackle lateness to school.
- Monitor and reduce internal and external truancy.
- Maintain accurate attendance records.
- Liaise with external agencies to work with hard-to-reach students.
- Liaise closely with parents of students with attendance concerns to raise their attendance.
- Attend meetings with parents and external agencies to work with hard-to-reach students to raise their attendance
- Support tutors and the Hub team with provision of reasons for absence and accuracy of registers including record keeping
- Work with the Leadership Team to manage new admissions.
- Encourage and develop parental contacts with Tutors and others as appropriate.
- Monitor punctuality and attendance, liaising with tutors, the Key Stage Hub Team, the Attendance Officer and subject staff as required and take any measures necessary to improve the Key Stage hub attendance, including holding attendance reviews and rewarding good attendance through assemblies and other measures.
- Conduct home visits and in school casework to support students' attendance and achievement



Behaviour and rewards

- Run effective behaviour systems that are clear and consistent.
- Investigate and analyse reported incidents.
- Work with support from the Hub Team and tutors to manage behaviour incidents.
- Liaise closely with parents regarding behaviour issues.
- Work proactively with the Hub Team to prevent issues occurring.
- Lead and support integration or re integration of students into school following admission, placement or exclusion
- Lead and monitor students on report
- Liaise with outside agencies to intervene in hard-to-reach families to remove barriers to learning.
- To promote a positive ethos by ensuring that rewards are prominent and regular and that parents are integral to the rewards system.
- Liaise with individual teachers, departments and faculties in relation to behaviour and learning of individual and groups of students.
- Promote student voice and get students actively involved in school life.
- Liaise with SENCO to remove barriers to learning for SEN students.

Other

- To be the first port of call for Child Protection issues within the Hub.
- Manage accurate safeguarding records using school systems (CPOMs and SIMs)
- Work with the DSL and DDSL to manage CAF, CP, CIN and Early Help caseloads
- Co-ordinate the personal education plans for looked after children
- Support the co-ordination of RSHE education including developing links and opportunities with outside agencies and organizations
- Attend briefings/meetings in accordance with the requirements of the Hub.
- Undertake other duties and responsibilities as directed by the Hub Lead.
- Responsible and accountable for carrying out the duties of the post with due regard to the School's Equal Opportunities Policy.

Line management

- The job involves no direct responsibility for the supervision, direction or co-ordination of other employees. The work may involve demonstration of own duties, or providing advice and guidance to new employees or others.

Professional Development

- Maintain personal professional development to ensure that the knowledge and skills required to fulfil the role of Pastoral Leader are up to date.
- Be a professional role model, and understand and promote the aims of the School and the values of the Trust.



Person Specification

AREAS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
EDUCATION AND QUALIFICATIONS	- GCSE Maths and English at Grade C or above - A relevant degree level qualification, or equivalent		Application Form Certificates
SKILLS AND ABILITIES	- Able to follow the school's safeguarding procedures and recognise when to report any concerns - Able to engage learner and maintain discipline - Highly organised; can prioritise and work well under pressure - Able to communicate effectively both verbally and in writing with a range of audiences including students, teachers, parents and other professionals - IT literate including Microsoft word, excel and outlook - Able to be proactive, pre-empting student needs - Good listening and problem solving skills - Ability to deal with situations calmly and efficiently - Able to demonstrate empathy; to be supportive, patient and caring - Able to demonstrate a commitment to school improvement and raising achievement for all students		Application Form Interview Test

AREAS	• ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
SKILLS AND ABILITIES CONTINUED	• Able to understand curriculum content and make it accessible to students; explaining tasks simply and clearly and adapting resources • Able to work as a member of a team and liaise effectively with others • Able to work with guidance and under supervision, but also to demonstrate initiative in order to respond to a range of challenges • Able to maintain a consistently positive approach and give constructive feedback to students • Adapt to changing role requirements • Able to keep accurate written records and assist with monitoring and evaluation • Able to interpret and use written and numerical data • Able to devise and implement action plans for individual and groups of students • Able to adapt and modify materials and resources to make them accessible to students • Able to support the implementation of the school's Behaviour Policy • Able to work as an effective team member and work on own initiative • Able to maintain confidentiality and data security • Able to consistently produce high quality work		
EXPERIENCE	• A minimum of 2 years' classroom experience, or relevant work with young people in one of a range of fields such as education, youth work, health and social work. • Providing individual support for children and young people		Application Form Interview

KNOWLEDGE AND UNDERSTANDING	• An excellent understanding of the needs and characteristics of young people • An appreciation of different learning styles associated with the development of young people and potential barriers to learning • Good understanding of the roles played by various adults in the education of young people • A sound knowledge of the nature of work undertaken by a Secondary School • Issues pertaining to safeguarding children and young people		Application Form Interview Test
OTHER REQUIREMENTS	• A professional role model who is committed to their own professional • development and to developing others • Committed to and able to promote the aims of the school and the values of the Trust: Learners First, It's about Learning, No Barriers. • Values diversity and the unique contribution that every individual makes to the learning community • Able to work calmly under pressure • Demonstrates professionalism, loyalty and integrity • Able to work flexibly, and to attend meetings and INSET days as required		Application Form Interview



How to apply

Closing date:

Monday 26 October 2026

Interviews:

W/C Monday 2 November 2026

If you wish to find out more about this role and a career within The Futures Trust please contact the Recruitment Team:

tel: 02477 102134

To apply for this post, please complete the online application form found at:

www.thefuturetrust.org.uk/work-with-us/current-vacancies

On application please read the following policies found at:

www.thefuturetrust.org.uk/work-with-us/recruitment-pack

- Barr's Hill Safeguarding & Child Protection Policy
- Safer Recruitment Policy
- Suitability Policy
- GDPR Privacy Notice for Applicants



The Futures Trust are committed to safeguarding and promoting the welfare of children and young people and require all staff and volunteers to share this commitment.

The successful candidates for all positions will be subject to an enhanced DBS check and Social Media check.