**Pastoral Leader**

**Salary: G7 SCP 24 – 28, £29,093 - £32,655 FTE**

**Actual Salary: £25,358 – SCP20 £28,463**

**Working hours: 37 hours per week, Term time only plus 5 inset days (working 39 weeks)**

**Contract type: Permanent**

**Start date: ASAP**

Madeley School has an excellent reputation locally and is oversubscribed year on year. The school currently has record breaking Progress 8 and Attainment results and our OFSTED report in December 2019 praised pupils’ exceptional attitudes to learning in a school where they achieve strong outcomes.

We are looking for a talented Pastoral Leader to help foster a caring and supportive learning environment for the young people at Madeley School. You will be responsible for a specific year group (average size is 160 students) as well as whole school pastoral support.

The successful candidate will be a committed team player with excellent organisational and problem-solving skills. Your experience of pastoral care will place our learners’ welfare at the heart of the school. You will support children in the successful learning and participation in educational activities to help them overcome barriers that are preventing them from achieving their full potential. You will secure their physical and emotional well-being whilst encouraging their independence and raising their self-esteem and in doing so reflect the core values of Madeley School.

This role is designed to appeal to those with ambition, who want to work in a school where things get done and where we are surrounded by can-do staff, fabulous children and extremely supportive families. This post is ideal for someone who enjoys being a prominent figure in children’s lives and has endless patience even when children are not their best self. We seek someone who is both realistic and ambitious for the children of our school.

We are proud of our long history serving the local community and relish the challenge of preparing our students for their futures as leaders in the 21st. century. As a relatively small secondary school, we are uniquely placed to care for each child as an individual. We take pride in providing a friendly, nurturing and welcoming environment for learning for all students, regardless of background or prior achievement and where our students are given the skills, experiences and qualifications necessary for them to take charge of their own destinies.

Our relentless focus on ensuring the highest academic standards has placed us amongst the top performing schools in the area based on sustained improvement.

***We strive to keep our core values at the heart of all we do on our collective mission of inspiring excellence***

In addition to providing the highest quality teaching for successful learning in lessons, we are passionate about providing excellent enrichment opportunities beyond the classroom, so that all of our students have a rewarding and enjoyable time with us as they develop their interests and talents.

A positive growth mindset underpins our approach to developing a learning culture where effort, resilience and learning from our mistakes are seen as the key to unlocking outstanding attainment.

**All candidates are required to provide a supporting statement on the formal application forms which states clearly your reasons for applying, skills and experience for this position.**

**Shaw Education Trust** are a thriving mix of diverse and growing schools including Primary, Secondary and Special Schools all working together to improve the lives of young people in our communities. We are sponsored by Shaw Trust a charity organisation that focuses on transforming lives. We’re a growing group of dynamically awesome academies providing education to children of all ages and abilities. Staff across our team of schools are dedicated to ensuring that every child has the opportunity to be successful, whatever their starting point in life.

In our secondary schools, we pride ourselves on our innovative approach to curriculum design, to ensure all our schools have breadth and ambition for all students, regardless of their starting points and barriers. Standard curriculum models don’t always engage all students, so we constantly seek to innovate and provide better opportunities to develop both knowledge and skills for life. We want our students to believe their curriculum is bold, exciting, purposeful, and ultimately leads to something meaningful for them. Some examples of our innovation include moving towards an extended school day, to provide a world class enrichment programme and more opportunities for essential skills like reading and cultural capital. We are also introducing vocational and technical pathways, which run through the normal

school curriculum but attract support from leading employers and universities to develops work-readiness in our students, so that they can progress onto T Levels and apprenticeships.

We are currently at an exciting point in their evolution, with collaboration at the heart of our collective endeavour. We don’t operate in silos: we value the power of the pack and strive to collaborate as a collective, ensuring no school or colleague is left behind. We are currently co-constructing an aligned curriculum across all EBacc curriculum subjects,

to create a world class curriculum, rich in powerful knowledge and skills. This is driving up standards through the sharing of the very best practice, whilst allowing each school sufficient flexibility for autonomy to do what is right for their local context. A by-product of this approach has been the reduction in planning workload for colleagues, meaning they can spend more time on the things that matter and fostering strong relationships with pupils and delivery of the curriculum.

As a group of schools, we take an evidence-informed approach to developing the quality of our teaching and learning, learning from research and best practice in the sector. We value a non-hierarchical, supportive approach to developing great teachers. As a people-focused trust, we consider the professional development of our staff as a fundamental responsibility. Where any schools face any barrier, it has the mutual support of the others in sector to call upon for subject specific or general support, all facilitated by a group of servant leaders at trust level. Our Heads meet regularly and genuinely support each other in a non-competitive environment. We have team of directors with vast experience at headship, senior and middle leadership levels and our team of subject directors are supporting

subject staff across the trust to design and deliver the very best curricula, providing subject specific pedagogical support.

Our secondary schools are currently driving ‘PedTech’ across the sector: we believe teaching and technology should go hand-in-glove and are passionately committed towards providing a fully digitally enhanced curriculum. We are very close to achieving full 1:1 device delivery and are sprinting towards better use of iPads in lessons to enhance the experience and learning.

Please visit our Careers site for more information on Madeley School on [Madeley School Career Site (schoolrecruiter.com)](https://madeleyschool.schoolrecruiter.com/)

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Description automatically generated Or click the QR Code to see all vacancies with Madeley School

**Shaw Education Trust offer the following employee benefits with your Teaching or Support Staff employment:**

* An excellent Local Government Pension Scheme (Support Staff) / Teachers Pension (Teaching Staff)
* **Support Staff only** based on working **full time, all year** - Generous holiday entitlement from your first day of employment (**37 days holiday** **rising to 39 days** after 5 years’ service including Bank Holidays)
* Electric Car Scheme: Environmentally friendly vehicles with our electric car scheme.
* Access to Medicash Health & Wellbeing Plan: Enjoy health services designed to support your well-being.
* Free DiscountForTeachers Scheme for all staff (Support and Teaching), Exclusive discounts to save money with a wide selection of discounts and exclusive offers from hundreds of the biggest brands.
* Free Eye Tests
* Cycle to work scheme
* Access to our Institute of Education and fantastic opportunities to help you **grow, contribute** and **flourish** in your role and in the Trust.

We know **our people** are the key to our success and so we’re committed to ensuring the **employment experience** at **Shaw Education Trust** is a **rewarding** one.

**Colleagues within the Trust benefit from:** Access to a full range of courses both in-house and professionally accredited. These courses include all of the National Professional Qualifications – NPQH, NPQSL, NPQEYL, NPQLL, NPQLT, NPQLTD, NPQLBC are all delivered by the Shaw Education Trust as a delivery partner for Ambition Institute. In addition, we provide access to the NPQEL for Executive Leaders.

* Experienced leadership and subject-specific support.
* Guidance from former HMIs and serving Ofsted Inspectors within the Trust.
* Access to the Trust’s Institute of Education and SCITT.
* Opportunities to work with different schools within the Trust as a Professional Advocate.
* Participating in peer reviews.
* Access to a suite of online courses.
* Placement projects within our family of schools.

**Madeley School** is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment, click here to review Safeguarding and Pupil Protection Policy <https://www.shaw-education.org.uk/our-trust/key-information>

This position is subject to appropriate vetting procedures including an online checks and criminal record check from the Disclosure and Barring Service (formerly CRB) which will require you to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions.

All shortlisted candidates will undergo an online search as part of Trust safer recruitment checks.

We are an Equal Opportunities employer and will ensure that all our recruitment and selection practices reflect this commitment.

**In accordance with our safer recruitment policy CV’s alone will not be accepted.**

**Application deadline:    9.00am Thursday 28th November 2024**

**Interview date: Week commencing 2nd December 2024**

**We reserve the right to appoint before the closing date as we review applications on an on-going basis and interviews may be arranged as suitable candidates are identified, therefore, we encourage early applications.**

Successful candidates will be subject to a fully Enhanced DBS check along with other relevant employment checks.