



Thrive Co-operative Learning Trust



The Thrive Co-operative Learning Trust (formerly the Yorkshire and the Humber Co-operative Learning Trust) was established in 2016 and now includes 7 primary and 2 secondary schools.

Newland School for Girls is part of the Thrive Co-operative Learning Trust and Mr Jonathan Roe is the Chief Executive Officer with overall responsibility for leading the Trust. Our mission is to inspire pupils to thrive in life. We understand thriving to mean that we will work cooperatively as a multi-academy trust to enable each pupil, school and their communities to reach their fullest potential, and to aspire to the co-operative values.

The Co-operative Values are...

Self-help • Self-responsibility • Democracy • Equality • Equity • Solidarity

Also running through these core values are a set of ethical values that underpin the work of all Trust members:

Openness • Honesty • Social Responsibility • Caring for Others

Our partner schools also believe in these core values and want to work alongside us to deliver the best possible education for all our children.

If you would like more information on the Co-operative Trust please visit www.thrivetrust.uk



Below are the Schools currently in the Thrive Co-operative:

Kelvin Hall School
www.kelvinhall.net

Newland School for Girls
www.newlandschool.co.uk

Chiltern Primary School
www.chilternprimaryschool.org.uk

Stepney Primary School
www.stepney.hull.sch.uk

St George's Primary School
www.st-georges.hull.sch.uk

Ings Primary School
www.ingsprimaryschool.co.uk

Priory Primary School
www.prioryprimaryschool.org.uk

Sidmouth Primary School
www.sidmouthprimaryschool.co.uk

Oldfleet Primary School
www.oldfleet.hull.sch.uk



Welcome to Newland School for Girls

Newland SFG is an 11-16 all girls Academy with a partial brand new BSF building linked to our 1900's listed building.

We have approximately 650 students on roll. We are a very popular school in the city with many parents hoping for a place for their child.





Examination Results 2022

2022 has been another successful year. Newland School for Girls has yet again secured its position as one of the top schools in Hull. We are first choice for your daughter's education.

Key Stage 4 GCSE Results 2022

Performance Measure	2021/22	2020/21
Progress 8 Score	+0.36*	+0.36*
Attainment 8 Score	49.77	49.77
4+ inc Maths and English	71%	68%
5+ inc Maths and English	52%	48%
Ebacc Entry	71%	71%

*Our Progress 8 score continues to remain positive. This means the progress of our girls in Maths, English, Science, Humanities, MFL and our option subjects continues to be well above the National average for secondary schools in England.



Newland School for Girls yet again is celebrating above national average. Maths maintained their a hugely successful set of GCSE results. Over success from 2020 with 71% securing a pass 40% achieved at least one grade 8 and 10% grade. Over 59% have achieved a secure pass achieved a grade 9. 77% of girls have achieved in Languages, showing our clear strength for an equivalent C grade in English, with over 60% languages, ensuring we yet again have secured at a strong (B+) pass. Science again exceeded a significantly positive progress for Ebacc and national average with 59% of girls achieving an Options subjects and overall for the school for the equivalent C grade and value added is significantly fifth year in succession.

Job Description

Post Title: Pastoral Manager – Inclusion
Salary: Grade 6, Scp 13-19, £21,431 - £23,925 (Actual Salary) Term Time Only + 5 Days
Location: Newland School For Girls

Organisational: Reporting to: Child Protection & Safeguarding Manager



Purpose of Role

Under the supervision of the Director of Pupil Engagement and Inclusion and Child Protection and Safeguarding Manager, to provide support and guidance to students, including support programmes to enable access to learning for pupils and to assist in the management and care of pupils around the school. You will assist in providing support and intervention strategies in order to meet the pastoral and learning needs of students across both Key Stages.

Key Responsibilities

1. To promote and safeguard the welfare of children, young people and/or vulnerable adults. To provide support and guidance to students who are at risk of underachieving by removing the barriers to learning
2. To supervise and provide welfare support for pupils, ensuring their safety and access to learning and other activities in school.
3. To assist with the development and implementation of IEP's, Behaviour Plans and PSP's, supporting whole school behaviour policy to create a positive climate for learning.
4. To establish constructive relationships with pupils and to interact with them according to individual needs.
5. To work with individuals and small groups of challenging pupils, under the direction of Pastoral Staff, to improve Behaviour for Learning.
6. To liaise with parents and teachers to provide a bespoke part-time offer with a clear exit strategy for all students back to mainstream .
7. To promote good pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their own work, including restorative practice follow-up.
8. To keep detailed records of intervention and use data to show the impact of interventions. Provide case studies as required. Ensure student records are up-to-date and filed
9. To facilitate the sharing of information between the school, parents and outside agencies. To liaise with other schools including primary and post 16 establishments to ensure effective pupil transition.
10. To liaise with other schools including primary and post 16 establishments to ensure effective pupil transition. To support whole school behaviour policy to create a positive climate for learning. To arrange induction of new students to the school in liaison with Director of Pupil Engagement and Inclusion..
11. Attend and participate in regular meetings (e.g. Multi-Agency, Case Reviews), training courses and other learning activities as required. Identify possible child protection issues and bring to the attention of the Child Protection Co-ordinator, Headteacher or senior pastoral staff.
12. To support the specific activities appropriate to Year group e.g. Year 7 supporting transition, Year 8 & 9 Choices, Years 10 & 11 – College applications/exam preparation for students who are in The Hub.
13. To exercise discretion in identifying appropriate contacts/arranging meetings and setting targets for students. To be professional in all requests when dealing with parents and other agencies

14. To contribute to the overall ethos/work/aims of the school.
15. To attend Year Group Parents Evenings to meet/greet parents. To provide attendance figures for each event in the agreed format.
16. To accompany teaching staff and pupils on visits, trips and out of school activities as required and take responsibility for a group under the supervision of teaching staff.
17. To facilitate the sharing of information between the school, parents and outside agencies.
18. To work flexibly in the interests of the school as required.
19. To participate in school support staff professional development and undertake staff development activities as appropriate, attending any relevant training and/or meetings.
20. To work in a professional manner with integrity, maintaining student and staff confidentiality.
21. To use initiative to follow procedures in accordance with school policies with minimal supervision/managerial direction.
22. To comply with the school policies and codes of practice in relation to Health and Safety, Equality and Diversity.
23. Any other duties of a similar nature and level of responsibility as requested by the Director of Pupil Engagement and Inclusion or Headteacher.

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.

Responsibilities for Staff:	N/A
Responsibilities for Customers/Clients:	Safeguarding and promoting the welfare of children. Responsible for supporting the learning and welfare of students. Responsible for keeping parents informed about progress. Liaise with other partner agencies regarding referrals and agreeing a way forward.
Responsibility for Budgets/Financial Resources:	N/A
Responsibility for Physical Resources:	Responsible for case files on a day-to-day basis, which contain confidential and often sensitive information. Ensure accurate records are kept

		E	D	How Identified
Qualifications	Grade 4 or above (or equivalent) in English and Maths	✓		AF, CQ
	Counselling Qualification		✓	AF, CQ
	A continued commitment to CPD	✓		AF, CQ
	Educated to degree level or equivalent or commitment to acquire qualification.		✓	AF, CQ
Relevant experience	Broad experience of working with families and young people in a school environment. Working with outside agencies and stakeholders of the school to improve achievement and wellbeing of students at the school.	✓		AF
	Broad experience of working with young people who are multiply disadvantaged	✓		AF
	Extended experience of working within an educational environment undertaking complex negotiations with students and staff.	✓		AF / R
	Direct experience of working with partners from a wide range of organisations		✓	AF / R
	Motivation to work with children and young people and/or vulnerable adults.	✓		AF / I / R
Skills & Abilities (including thinking challenge/mental demands):	Motivation to work with children and young people.	✓		
	Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓		AF, I
	Administrative skills, data input to an accurate level and record keeping. Good organisational skills	✓		AF, I
	Ability to work under own initiative, to identify work priorities and manage own work to meet targets and deadlines with the minimum of supervision	✓		I / AF
	Proven ability to establish, develop and maintain constructive working relationships with a wide range of people to include students, parents,		✓	AF

	other schools, governing bodies, internal/external clients and educational providers.			AF AF/ I / R AF/ I / R
	Flexible approach to working arrangements to meet each students/school's needs as may be required to alter his/her hours to meet the operational needs of the school.		✓	
	Ability to deal with difficult and complex situations, which could involve sensitive issues	✓		
	Ability to work under pressure working with emotional and demanding circumstances involving parents and children.	✓		
Knowledge	A knowledge and commitment to safeguarding and promoting the welfare of young children and young people	✓		AF, I
Interpersonal /Communication Skills: Verbal Skills	Ability to establish professional, effective working relationships with a range of partners/colleagues and children & young people.	✓		AF, I
	Ability to communicate effectively in a non judgemental way with young people, parents and professionals; be able to use courtesy and tact; be clear and articulate when providing guidance; advocacy and negotiating with others.	✓		R / I
Written Skills	Good ability to communicate accurately in writing and to provide accurate written reports.	✓		AF, I
Personal Qualities	Have respect for the school's ethos and the ability to project a positive, professional image for the school.	✓		
Disclosure & Barring Service	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 shortlisting)

How to apply



Application forms can be downloaded from our website and should be returned to jobs@thrivetrust.uk by the closing date below.

Should you wish to have an informal and completely confidential discussion please contact Ben Ash via email on ashb@thrivetrust.uk if you would like to arrange a visit to the school, please contact via email (edwardsh@thrivetrust.uk) or telephone Newland School for Girls 01482 343098.

Closing Date: 12 Noon December 7th

Interview Date: 14th December 2022