**Pastoral Support Officer**

**Salary: G4 SCP (13 - 16) - £23,115 - £23,893 FTE – (Pay Award Pending)**

**Actual Salary: £20,148 - £20,826**

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

**Contract type: Permanent**

**Start date: ASAP**

Kidsgrove Secondary School is a vibrant and inclusive secondary school dedicated to nurturing the academic, emotional, and social development of our students. We are committed to creating a supportive environment where all students can thrive and reach their full potential.

We are seeking a dedicated **Pastoral Support Officer** to join our team. The successful candidate will play a key role in supporting the welfare and well-being of our students, ensuring they feel safe, valued, and supported in all aspects of school life.

**Key Responsibilities**:

* Provide one-on-one support to students dealing with emotional, social, or behavioural difficulties.
* Act as a point of contact for students needing guidance or advice, helping them overcome barriers to learning.
* Collaborate with teachers, senior leadership, and external agencies to provide holistic support to students.
* Monitor attendance and work with families to improve student engagement and participation.
* Support students with transitions, whether joining the school or moving on to further education or employment.
* Promote a positive and inclusive school culture by implementing school-wide pastoral initiatives.
* Keep accurate records of pastoral support and interventions.

**What We’re Looking For:**

* Experience working with young people in a pastoral, mentoring, or support role.
* Strong communication and interpersonal skills, with the ability to build positive relationships with students, staff, and parents.
* A good understanding of the challenges faced by secondary school students and the ability to offer appropriate support.
* Empathy, patience, and resilience in handling sensitive issues.
* Strong organisational skills and the ability to manage a varied workload.
* A commitment to safeguarding and promoting the welfare of young people.

The sole ethos for the school community is ‘“if you do the small things right, big things can happen.” Whilst we are committed to ensuring that every student makes excellent progress, this concept stretches well beyond academic performance. We firmly believe that every aspect of school should equip learners to be successful in all areas of their lives, both now and for their future and we are passionate about the personal development of the student body. Indeed, every single decision or action taken improves the life chances of all our learners. This is underpinned by ensuring the school is a safe, nurturing and happy environment: put simply, The Kidsgrove Secondary School is a great place to learn and a great place to work with a family feel which provides a real strength of collective working and strong relationships.

The school is underpinned by a set of Core Values that underpins the whole school achievement culture, that has rewards and celebration at its heart.

The school has an innovative digital strategy that sees all students and staff receive an iPad to support their learning. The Digital Strategy is fundamental to the school’s vision of achieving digital skills for life. The digital technology delivers to every classroom opportunity for cutting edge assessment for learning techniques and interactive lesson resources. This approach has reinvigorated learning and helps students to develop independence and enquiry skills. This combined with a technology hub that has the possibilities to bring the curriculum to life.

This ethos applies equally to the staff. We believe in empowering our staff to be aspirational and effective leaders of learning and provide a strong programme of CPD and induction to support those joining our vibrant community. This CPD includes being part of a large MAT, with its own Institute of Education (IoE) focused on the development of staff. The IoE provides access to wide range of network hubs, subject experts and access to best practice, as well as bespoke CPD opportunities. This is an exciting opportunity to join a highly professional and committed team of staff whilst also playing their part in the success and future development of our School.

**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 Kidsgrove Secondary School on [Kidsgrove Secondary Career Site (schoolrecruiter.com)](https://kidsgrovesecondary.schoolrecruiter.com/)

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Or click the QR Code to see all vacancies with Kidsgrove Secondary 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.

**Kidsgrove Secondary 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 CVs alone will not be accepted.**

**Application deadline:     Friday, 1st November 2024 at 9am**

**Interview date: TBC**

**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.