



Careers at SHARE Multi- Academy Trust

Pastoral Support Worker

**Heaton Avenue,
A SHARE Primary Academy**

Application Pack



Valuing People, Supporting Personal Best

Welcome to SHARE Multi-Academy Trust, a supportive and close-knit family partnership of eight academies across West Yorkshire, and a Teaching School Hub.



At SHARE, we are committed to delivering strong educational standards within our academies and providing our people with excellent careers. This is all underpinned by an unwavering commitment to our vision of *Valuing People, and Supporting Personal Best.*

I believe our role as educators is to help children and young adults to instil a desire to learn, to overcome barriers to success, and to encourage an ambition to achieve. To reach this standard, we must first deliver for our people and ensure they feel valued, listened to and have a strong sense of belonging. In turn, our colleagues, pupils, and society all benefit enormously.

Two of our guiding principles are that 'quality is our driving force', and 'teams drive success'. We know that recruiting and retaining an outstanding workforce is fundamental to achieving our aims. We therefore make it our mission to ensure every colleague within the trust has access to exceptional training and personal development opportunities, alongside a positive teaching environment, clear and ambitious progression pathways, and highly competitive packages.

We are also committed to sharing best practice across our trust, creating networks for colleagues to learn from one another, and fostering a learning environment and workplace where everyone feels supported and inspired, and can truly thrive. As a result, we are proud to be an employer of choice.

Thank you for your interest in our academies and trust. I hope you will consider joining us as we continue to deliver the very best education for our pupils. Whether you are an education practitioner looking to start your journey, or an established professional wanting to bolster your career – we look forward to working together soon.

John McNally

Chief Executive Officer
SHARE Multi-Academy Trust

We must first deliver for our people and ensure they feel valued.

Quality is our driving force



Teams drive success



We are proud to be an employer of choice.

ABOUT US

TESTIMONIALS

JOB DETAILS



About our Trust

SHARE Multi-Academy Trust was first established in 2014, and since then, we have built a solid reputation for high standards and strong achievements.

We operate four successful primary academies and four high-performing secondary academies across the region. Our outstanding provision is supported by our Calderdale and Kirklees Teaching School Hub and national training accreditations, which enable us to deliver exemplary training and development opportunities for education practitioners at every stage of their career, from initial training to executive leadership.

Our academies achieve excellent outcomes across the board. This includes academic attainment and school improvement, as well as maintaining exceptionally high standards in all aspects of school life including behaviour and attendance.

As a result of the trust's supportive and inclusive approach, senior leaders invest significant time in supporting positive pupil behaviour and attendance. Our pupils attend well and are positive about learning. In turn, this creates a positive and respectful teaching and learning environment for staff, with teachers able to focus on delivering an excellent education to students without distraction, and with a manageable workload.

Whilst being close-knit, we are ambitious for the future.

We are always looking for additional ways to expand our positive impact, be that by working with new schools on exciting initiatives, or by collaborating with our talented team of staff.

Our aim has long been to be the best trust, not the biggest. Our priority for the future is to keep improving standards, building on our successes, and raising aspirations so we can support even more pupils to achieve even better outcomes.



“

Behaviour is excellent, and there are high levels of mutual respect and tolerance amongst pupils and staff.

*Ofsted, 2023**

”



ABOUT US

TESTIMONIALS

JOB DETAILS



**2023 Ofsted report for Thornhill Community Academy, A SHARE Academy*

Your Career at SHARE

Our vision of ‘Valuing People, Supporting Personal Best’ underpins everything we do. Central to our work and ability to deliver a transformational education, is our dedication to developing our greatest asset, our staff.

That is why we have an outstanding pledge to teachers and support staff to provide professional development and training opportunities, particularly through our Teaching School Hub. We are committed to investing in our staff, ensuring that they have fulfilling careers and enjoy their jobs every day. This is fundamental to our ability to turn academies around and deliver the very best education to pupils.

We offer a competitive package to all our colleagues.

We have committed to offering our colleagues pay and conditions that are at least as good as those available to colleagues in maintained schools. In practice, we often exceed them. We continue to contribute to the generous Teachers and Local Government Pension Schemes and at least match pay awards agreed or recommended by the Local Government Association and School Teachers’ Pay and Review Body. We use the flexibilities available to us as an academy to enhance our offers where we can.

As well as two generous pension schemes, we also offer employee assistance and wellbeing packages; and flexible and family-friendly policies, such as flexible working, shared parental leave and enhanced maternity, paternity, and adoption entitlement, giving colleagues the control and freedom to work in a way that suits their needs. We offer incremental progression and cost-of-living pay increases, subscribe to local and national discount schemes, and provide exceptional onsite catering facilities.



We work as a collective group of professionals to achieve common goals. Watching new teachers and leaders become established in their roles gives me an immense sense of professional pride, as they help our pupils to achieve excellent outcomes.

Jack Wyatt

*Associate Principal
Shelley College*



ABOUT US

TESTIMONIALS

JOB DETAILS



Our Shared Vision and Mission

Our Mission

We believe education is all about people. Our success is measured in how we help our pupils. We can only attain this success by employing talented, committed staff, and working in partnership with our whole academy communities.

Our mission means we endeavour to ensure every one of our pupils and members of staff enjoy coming to our academies, and that all of us try our very best in everything we do. We help everybody, regardless of background or starting point, to gain the knowledge, skills, and habits that lead to happy and successful lives, both now and in the future.

Our Vision

We want to transform education for the better, raising aspirations in diverse communities, increasing knowledge, and developing the skills that children and young people need to make their lives rewarding and successful.

Our vision is for our teachers and staff to continue to choose our academies and our trust as a working environment where, through our high-quality training and progression pathways, they can achieve their career aspirations. Our academies will be the first choice for parents because we provide a safe and nurturing environment, with excellent academic standards and a wealth of opportunities. Our trust will continue to be a well-regarded family network where other schools choose to join us, benefiting from strong support services, collaboration, and best practice sharing.

“ We live by our vision of 'Valuing people, Supporting personal best', bringing this to life in everything we do. We are all part of a family that has high expectations and a strong moral compass ”

Jenny Carr
*Executive Principal and
Headteacher, Royds Hall*

ABOUT US

TESTIMONIALS

JOB DETAILS



Our Guiding Principles



We have a clear and ambitious strategy as a trust, so that we can ensure we collectively fulfil our overarching vision and mission. This is built upon our guiding principles, with distinct goals and objectives linked to accountability and performance measures.



Academies



Our secondary academies



Our primary academies

Click below to select the location of the vacancy you are interested in to find out more.



*Most recent Ofsted prior to academisation in 2022

Our Outcomes

At SHARE, we are proud of the high standards and expectations we set and uphold, across the board. Consequently, we consistently surpass both national and regional school results. Our academies consistently secure excellent academic outcomes, with achievement levels being amongst the highest in our region.

Supported by robust, well-resourced, and accountable improvement plans, we have a proven track record of significantly improving our academies, as reflected in national performance measures and our strong Ofsted outcomes.

Through our broad curriculum, first-class careers education and guidance, and our wide-ranging enrichment offer, we successfully prepare our young people for life beyond the classroom. We ensure no child is left behind, and do so by fostering a safe, inclusive, and nurturing environment where all barriers can be overcome.

We remain committed to developing our staff, who are our greatest asset in achieving our mission.

Alongside our successful Teaching School Hub and training accreditations, we take great pride in one another's individual successes. Many of our most senior leaders have progressed through the routes. That includes the countless colleagues who have enjoyed varied, rewarding, and long careers with our academies and trust, as well as those who are just starting on their journey and are glowing with potential.



ABOUT
US

TESTIMONIALS

JOB
DETAILS



What our colleagues say



“

Since joining SHARE as an RQT, the trust has always supported me in my career, giving me ample opportunity to develop and demonstrate my skills, whether through official training courses such as the National Professional Qualification (NPQ) or by offering opportunities to deliver CPD and build leadership skills.

My career progression at SHARE has been rapid thanks to the encouragement of leaders. With every role I have applied for, or training opportunity considered, leaders have always been approachable, supportive, and encouraged these conversations.

There are regular opportunities within the trust to try new things and gain experience in areas that interest us. **I am really glad I joined Share MAT because the culture of recognition, support, and celebration gave me the confidence I needed to chase my career goals.**

Lewis Day

Trust Improvement Leader (Personal Development); PSHE Leader; Teacher of English at Shelley College

”

“

The care and support that has been provided during my time with the trust has not only allowed me to help make a difference to young people's lives but it has **enabled me to excel in a fantastic career and in a role which is so fulfilling.** It has been life changing!

Melanie Delaney-Hudson

Assistant Headteacher (SEND and Inclusion), Thornhill Community Academy

”



ABOUT US

TESTIMONIALS

JOB DETAILS



What our colleagues say



“

Alongside being part of the central trust team, **I enjoy getting the chance to meet and work with other colleagues across the trust.** I started as an apprentice and every year SHARE has helped me to progress further, either by supporting me with professional development in the form of external or internal training, which constantly bridges the gap to progress onto the next level when the opportunity arises.

”

Kieran Miller-Walker
*Finance Officer, SHARE
Multi-Academy Trust*



“

As Phase Leader, I am pleased to be able to support other teachers with passion and excitement to help them lay the foundations that mean pupils thrive throughout their educational journey.

Being a part of the Share MAT family, means there is always a vast amount of knowledge, guidance and support available. The trust annual training day on the first day back really makes you feel like part of a team, with common goals to provide a unique learning journey for all children.

Ben Modeste
*Phase Leader of Lower Key Stage 2,
Luck Lane Primary School*

”

ABOUT
US

TESTIMONIALS

JOB
DETAILS



First-class careers, through bespoke training and support

Our success as a trust depends entirely on our colleagues who are the bedrock of all we do. That's why we're determined to recruit and retain the best staff by offering first-class training and support, alongside highly competitive packages.

Across the trust, we pledge to deliver outstanding professional development and training opportunities that are bespoke for our teaching and support staff. We support colleagues through ongoing training, coaching, and mentoring using the latest evidence-based research, to strengthen their expertise.

Alongside career pathways carved out for our support staff, we similarly offer a variety of progression and promotion routes for teachers. In addition to the traditional progression journey, we deliver a full suite of specialist and leadership National Professional Qualifications (NPQs), offer Lead Practitioner positions for those with classroom-based preferences, alongside middle and senior leadership training programmes for new and aspiring leaders. With additional development opportunities for staff including research projects, subject enhancement training, and access to The National College online development platform, we are dedicated to supporting our staff to develop and grow as educators.

We also champion cross-trust collaboration and best practice sharing, maximising the opportunities and expertise available across our schools. All colleagues are encouraged to meet regularly, including through various forums where they can discuss ideas, and share experiences and resources.

We are committed to protecting our staff's wellbeing by providing the support, guidance, and training needed to achieve the highest standards they are capable of.

Just as we encourage our pupils to achieve their personal best, we want the same for our staff, with colleagues having their own personal development plans.



ABOUT
US

TESTIMONIALS

JOB
DETAILS



Endless opportunities through our **Teaching School Hub and Training Accreditations**



Our commitment to professional development and raising opportunities and aspirations in the communities we serve and beyond, is best reflected through our Teaching School Hub and Training Accreditations.

We are immensely proud to be the Teaching School Hub for Calderdale and Kirklees, enabling us to connect with, shape, and inspire teachers and practitioners of the future.

Through our Teaching School Hub and training platforms, we induct Early Career Teachers (ECTs) into the profession through an outstanding Initial Teacher Training programme. All our academies similarly play an important role in supporting trainee teacher placements through the Hub and with other local trainee teacher providers. We also offer a full suite of specialist and leadership NPQs through the Hub, including for staff themselves to facilitate Early Career and NPQ frameworks.

Since its launch, we are delighted that 1,000 new teachers have progressed or are progressing through our Early Careers Framework Course, with over 600 studying NPQs. We also continue to provide the Appropriate Body Service for nearly 500 new teachers.

Having the Hub as a central part of our trust family means it continually informs our approach to staff development and how we can enhance our training based on learnings and insights. It has also shaped our approach in recognising that development is a long-term, meaningful investment in our colleagues and therefore our pupils.

Since the launch of the hub...

1,000 teachers
have progressed or are progressing through
the **Early Career Framework**

600 teachers
are studying
NPQs

500 teachers
using our
Appropriate Body Service

ABOUT US

TESTIMONIALS

JOB DETAILS



JOB ADVERT

Job title:

Pastoral Support Worker

Academy:

Heaton Avenue, A SHARE Primary Academy

Headteacher:

Sarah Quinn, Head of School

Section:

Support Staff

Reporting to:

Reporting to Head of Inclusion

Contract type:

Permanent **Fixed Term**

Time commitment:

Full Time, 37hrs per week, term time plus 5 days

Band/Range:

Band F SCP 19-23

Further salary information:

£25,940 - £27,943 actual salary range



ABOUT
US

TESTIMONIALS

JOB
DETAILS



JOB ADVERT

Academy information:

Heaton Avenue, A SHARE Primary Academy, is a family-centred academy that nurtures and motivates pupils to become shining citizens of the future. It is one of eight academies within the well-regarded and high-performing SHARE Multi-Academy Trust.

Located in a close-knit, diverse community, the academy is within good commuting distance from Leeds, Huddersfield, and Wakefield. Heaton Avenue is proud to offer:

- A supportive and ambitious environment where all pupils are encouraged to go beyond what they think they can achieve and to enjoy learning, helping them to lead successful, healthy and happy lives.
- A vibrant place to work which equips staff to deliver their best every day, under the strong belief that Valuing People, Supporting Personal Best is the key.
- A commitment that staff are happy, engaged, and well supported at work, taking pride in pupils' attendance, behaviour, progress and development as well as their own.
- Excellent training and guidance relevant to individual job roles, so expectations are understood and staff are motivated.
- Great benefits, as an employer of choice, including outstanding CPD, supportive line management, and meaningful networking opportunities across the trust to aid personal development.
- Supportive leadership, encouraging a healthy work-life balance.
- A high-quality teaching and learning environment, alongside good facilities.
- A culture where children are happy, settled and confident, accessing a broad and balanced curriculum which provides a memorable educational experience for pupils and staff.

ABOUT
US

TESTIMONIALS

JOB
DETAILS



JOB ADVERT

We are looking to recruit:

We are looking for a highly motivated, enthusiastic and caring individual to provide structured pastoral care and support to pupils whose behaviour may be challenging.

You are very welcome to visit the academy. If you wish to view our school, please contact the Office on 01274 028613 to make an appointment.

The ideal candidate will:

- Have experience of working with primary age children in school for at least two years and experience of modelling good behaviour management techniques, including extreme behaviour of pupils.
- Be experienced in working with children who have SEN/EAL/behavioural difficulties.
- Be able to develop effective strategies to promote positive behaviour.
- Have Maths and English to GCSE Grade C or equivalent.
- Demonstrate high standards of numeracy and literacy and be able to use ICT to support learning, make accurate records and carry out CPD.
- Have good written communication skills in order to produce basic reports and update records.
- Have a caring, but firm approach and empathy towards young children.
- Be experienced in working with parents and external agencies.
- Love encouraging, motivating and inspiring young children through the support they give in order to encourage their learning.
- Be committed to our ethos that all pupils can achieve at Heaton Avenue, A SHARE Primary Academy.
- Have great references demonstrating they are a suitable candidate, safe to work with children and show a commitment and understanding of safeguarding pupils.

ABOUT
US

TESTIMONIALS

JOB
DETAILS



JOB ADVERT

For more information, get in touch with:

Julie Snellgrove, Admin Manager, 01274 028613

JOB DESCRIPTION

Overall purpose of the role:

To support teaching and support staff by providing structured pastoral care and support to pupils whose behaviour may be challenging.

To provide individual or group support through the implementation of behaviour plans and or SEND plans.

To assist the Head of Inclusion in removing barriers to success faced by pupils by delivering a robust but caring support system – including working professionally with external agencies.

ABOUT
US

TESTIMONIALS

JOB
DETAILS



JOB DESCRIPTION

Safeguarding requirements:

This post requires the post holder to work in settings with children and young adults. Any employment offer is therefore subject to the results of an Enhanced Disclosure from the Disclosure and Barring Service (DBS). People who may have contact with younger children (i.e. primary school age) are also required to complete a declaration about family or other members of their household.

Applicants MUST complete the MAT's standard application form to be considered, will be required to provide evidence of identity and qualifications and offers of employment will be subject to satisfactory references. For applicants who work or have recently worked in a school, one of the references must be from the Headteacher.

Key Outputs:

1. To undertake duties in accordance with academy practices and procedures, ensuring the post holder actively upholds and promotes the philosophies of the academy.
2. To provide pastoral support by providing programmes for individuals tailored to their needs and to help unlock their barriers to learning, for example, social skill support, anger management and emotional resilience.
3. Work with teaching and support staff to comprehensively assess all children entering or returning to school, to identify those who need extra help to overcome barriers to learning inside and outside school.
4. Assist with the behaviour management of pupils throughout the course of the school day by being a visible presence before during and after school, during lesson changeover and at breaks and lunchtimes.
5. In conjunction with the teacher, provide one to one support for targeted pupils or group of pupils on a short-term basis or lessons where there are barriers to learning for the pupil.
6. Ensure equipment or materials are suitable for learning activities, preparing resources and learning aids as required.
7. Assist the Head of Inclusion with the training of new and existing staff with regard behaviour management strategies.
8. Develop effective working relationships with a wide range of external agencies, as appropriate to support with the needs of individual pupils/groups – including supporting the DSL with safeguarding procedures. To assist in the planning and implementation of structured and agreed learning activities/teaching programmes.
9. To maintain regular contact with the Head of Inclusion, class teachers, families and parents/carers of pupils in need of extra support, to keep them informed of the child's needs and progress, and to secure positive family support and involvement.
10. To assist in the planning and implementation of structured and agreed learning activities/targeted intervention programmes.
11. Assist, support and develop before and after school enrichment programmes for specific groups of pupils in consultation with the Head of Inclusion and the Senior Leadership Team.

ABOUT
US

TESTIMONIALS

JOB
DETAILS



JOB DESCRIPTION

12. Play an active role on the playground during lunchtimes as a point of contact and to coordinate and implement new ideas and support.
13. As may be required, support in physical intervention using such methods as Team Teach.
14. Actively encourage the inclusion of all pupils to participate in the life and activities of the academy.
15. To have full knowledge and appreciation of the range of activities, courses, opportunities, organisations and individuals that could be drawn upon to provide extra support for pupils with pastoral/behavioural needs.
16. To undertake a First Aid in schools certificate; to oversee medication administration to pupils requiring it; to lead on First Aid policy and practice across the school.
17. As required support the personal care and comfort of pupils i.e. toileting and intimate care issues as per academy protocol. The duties and responsibilities highlighted in this job specification are indicative and may vary over time.
18. Contribute to and uphold the vision and ethos of the academy.
19. Recognise own strengths and areas of expertise and use these to advise and support others.
20. Promote teamwork, working in partnership to ensure effective working relations.
21. Treat all users of the academy with courtesy and consideration.
22. Be aware of and always comply with all academy policies. As part of your wider duties and responsibilities you are required to promote and actively support the school's responsibilities towards safeguarding – directly supporting/assisting the Designated Safeguarding Lead to keep pupils safe.

The duties and responsibilities highlighted in this job specification are indicative and may vary over time. Postholders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post and the grade has been established on this basis.

Dimensions:

- All Teachers /Support Staff/Stakeholders
- Range of pupils between 350 to 380

Work/Business contacts:

Internal: All teachers and support staff including the SENDCo as well as liaising with other MAT staff as required.

External: Parents/Carers, agencies - including a range of safeguarding professionals and SEND professionals.



JOB DESCRIPTION

Expertise in role required:

ESSENTIAL

- Educated to Maths and English grade 4 GCSE or equivalent.
- Experience of developing effective strategies to promote positive behaviour.
- Considerable experience of managing/supporting challenging and extreme behaviour of pupils.
- Ability to demonstrate high standards of numeracy and literacy.
- Experience of working with primary age children in school for at least two years with experience of modelling good behaviour management and behaviour support techniques.
- Experience of working with children who have SEN/EAL/behavioural difficulties.
- Experience of working with parents and external agencies.
- A good understanding of a child's development and learning processes.
- Excellent interpersonal skills.
- Good written communication skills in order to produce reports and update records.
- Excellent behaviour management skills.
- Commitment and understanding of safeguarding pupils.
- Ability to monitor and evaluate impact of interventions and strategies.
- Caring but firm approach and empathy towards young children.
- Ability to use ICT to support learning, make accurate records, and to use to support delivery of CPD.
- Willingness to train (in order to deliver) first aid treatment
- Willing to work flexibly within scope of overall hours in order to work with outside agencies when required.
- Willingness to conduct home visits.

DESIRABLE

The ability to escort pupils (adhering safeguarding procedures/requirements) in own vehicle.

ABOUT
US

TESTIMONIALS

JOB
DETAILS



JOB DESCRIPTION

Expertise in role – After initial and advanced development:

Structure/Department Information:

Head of Inclusion



Pastoral Support Worker

HOW TO APPLY

Please note that CVs will not be accepted. To apply, please complete an application form on the Every Candidate Portal using the application link below.

Application link:

<https://candidates.every.education/Vacancies/Details?advertKey=f59c5ac0-3900-4254-bda5-eb70807653aa>

Closing date:

29th September 2024

Interview date:

w/c 7th October 2024

Share MAT is committed to the Equalities Act 2010 and also to promoting the welfare and safeguarding of children and young people, by adhering to the "Keeping Children Safe in Education" guidance. All staff and volunteers are regularly trained regarding our expectations in keeping our students safe. An enhanced DBS is required for every post. An online search will be undertaken for all shortlisted candidates.

ABOUT
US

TESTIMONIALS

JOB
DETAILS





*Ready to start your career with Share MAT?
Get in touch:*

Visit

heatonavenue.co.uk

Email

heatonavenue.office@sharemat.co.uk

Call

01274 028613

Address

Heaton Avenue, A SHARE Primary Academy
South Parade, Cleckheaton, West Yorkshire
BD19 3AE

Visit the trust website **www.sharemat.org**