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Position: Pastoral Support Worker (Personal Development, Behaviour and Welfare)

Hours and Salary: 35 hours NJC Grade 5 (Pay Point 15-22) £31,015 – 34,812 FTE/Actual Salary £25,727 – 28,877

School and Location: Endeavour Academy, Sherbrook Road, Daybrook, NG5 8HN

Contract type: Full-time Permanent Term Time Only 35 hours + 5 inset days

Closing date: 8th December 2026

Interview date: w/c 14th December 2024

About our School

Endeavour Academy, is a community special school for ages 3-19, focusing on complex learning, ASD, ADHD, and SEMH needs. The academy operates across two sites: Churchmoor (Primary to Key Stage 3) and Sherbrook Road (Year 9, Key Stage 4, and Post-16). There are currently 106 on role at Endeavour Academy.

About the Trust

This is an exciting opportunity to join an award winning Multi Academy Trust and be part of a welcoming and supportive team that serves amazing children and young people. Nexus Multi Academy Trust was founded in 2016, with 23 unique SEND and mainstream academies.

We are a growing, forward thinking and innovative Trust with a shared ethos, vision and values for a personalised child centred approach. We are committed and invested in "Learning together, to be the best we can be" and it is as relatable to every employee and partner of our Trust as it is to our children, young adults and their families.

Our Opportunity

The Teaching Assistant (Pastoral) will be a member of a multi-disciplinary team, under the leadership and supervision of the Assistant Headteacher/SLT focused on maintaining high standards of personal development, behaviour and welfare.

The post holder will ensure that they support our shared vision, ethos and strategic plan that supports all our children/young people. They will work with small groups providing support and interventions for pupils. They will play a key role in supporting families and working with external agencies to ensure the safety of our pupils is paramount.

The post holder will:

- work alongside the Assistant Headteacher (Behaviour) to develop and deliver appropriate strategies/interventions relating to behaviour, welfare & attendance;
- contribute towards developing and achieving whole school priorities, including; promoting high standards of behaviour for learning and/or attendance;
- develop and implement mentoring / support programmes to deliver to identified groups of pupils; they will deliver targeted support and interventions to students with Social, Emotional,

Behavioural and Mental Health needs (SEMH), along with emerging neuro-diverse conditions in accordance with their EHCP.

- work collaboratively with teaching staff and Learning Assistants to support pupil engagement/learning; they will provide support and guidance to teachers to ensure that students with Social, Emotional, behavioural and Mental Health needs, learn effectively and make good progress, this will include classroom support, 1:1 interventions and additional planning meetings.
- work in partnership with colleagues to promote the learning and welfare of students by providing practical and learning support to students throughout the school;
- deliver pastoral support to students and staff and liaising with parents and carers;
- provide teaching / supervisory support in the Pastoral room as required;
- contribute to the statutory SEND code of practice and assist in activities including admissions & the consultation process where required;
- to support with transition arrangements between key stages; provide classroom support as required in line with the role of a Learning Assistant.
- line manage designated groups of Learning Assistants;
- support existing Learning Assistants within the classroom and provide guidance and support to develop and enhance existing practice, where appropriate
- lead activities as directed by SLT.

Additional responsibilities

- In addition to the responsibilities outlined above the post holder will:
- take operational responsibility for the daily administration of medicines in school under the direction of the Medicines in School Lead. This will include overseeing the daily administration of medicines in school and ensuring training is up to date for those administering medicine.
- form part of the safeguarding team as a Deputy Designated Safeguarding Lead.
- Mental health First aider (training to be provided)

Monitoring and Evaluation:

- To take an active role in annual Reviews and to evaluate pupils' progress towards meeting their
- targets;
- Under the guidance of the Assistant Headteacher, take responsibility for the development of pastoral support plans and behaviour plans for pupils and to evaluate pupils' progress towards meeting their targets.
- To maintain regular and productive communication with parents/carers, and to report on progress and achievements.
- To establish constructive relationships with other agencies/professionals, in liaison with the Assistant Headteacher.

What you can expect from us

Wellbeing – Pay – Careers and Training – Annual Leave and Flexibility

- ✓ Access to free wellbeing support resources including counselling, medical and legal advice and an option to top up to private healthcare via corporate membership of a healthcare plan.

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- ✓ Access to discount schemes for savings with high street retailers, restaurants, activities and lifestyle services
- ✓ Auto enrolment into a leading pension scheme with Teachers Pension Scheme or Local Government Pension Scheme
- ✓ Access to extensive and tailored career pathways, CPD programmes, training and coaching giving you the opportunity to grow and develop your career
- ✓ An Induction package to help you settle in and approach your role with confidence and enthusiasm
- ✓ The ability to contribute to and share quality practice with other professional TAs, Teachers and the wider team
- ✓ Internal opportunities across the Trust academies and to work with specialised leaders in education on nationally recognised projects
- ✓ Flexible working policies
- ✓ Cycle to Work Scheme
- ✓ Annual leave increases based on length of service plus bank holidays for support staff

To apply

If you're interested in this role and wish to apply, please visit the Nexus MAT website to download an application form. Once on the Nexus MAT website, select the *Joining Us – Careers* section, click on the position you wish to apply for, and the application can be found at the bottom of the page.

All candidates are advised to refer to the job profile before making an application.

Completed applications to be sent to Layla Wall (School Resource Manager) – lwall@nexusmat.org

In line with safer recruitment practices and Keeping Children Safe in Education (KCSIE), curriculum vitae (CV's) will only be accepted alongside a full application form

We reserve the right to close this advertisement early should we receive a high volume of suitable applications.

Further information

For an informal and confidential conversation about the role, please contact Layla Wall (School Resource Manager) – lwall@nexusmat.org

Further information can be found on our school website Endeavour Academy - Home

Nexus Multi Academy Trust is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed.

This post involves working with children and young people. If successful you will be required to apply for a disclosure of criminal records check at an enhanced level and a barred list check. Further information about the Disclosure and Barring Service and can be found at www.gov.uk/disclosure-barring-service-check.

We are an equal opportunities employer committed to recruiting and retaining a diverse workforce.

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Privacy Notice (Job Applicants)

We are committed to protecting your personal data and handling it responsibly. The information you provide on this application form will be used solely for recruitment and selection purposes, to assess your suitability for the role, and to communicate with you about your application.

Your data will be processed in accordance with applicable data protection laws, including the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018. We will only share your information where necessary and will retain it only for as long as required for recruitment purposes.

For full details on how we collect, use, store, and protect your personal data, including your rights as a data subject, please refer to our full Privacy Notice available on our website