Barr's Hill School
Building Brighter Futures

Personal Development Lead (Year 9)

Recruitment Pack



The Futures Trust
BUILDING BRIGHTER FUTURES



BUILDING BRIGHTER FUTURES

Our story is one of moral purpose. We are a learning community where everyone works collaboratively to plan, spread expertise and tackle challenges together — always focused on putting the needs of our students first. Together we build brighter futures.

Our Mission

We aim to make a difference by raising the horizons and ambitions of everyone who learns, works, and lives within our diverse communities.

Our Values

The Trust is committed to building brighter futures. This commitment is underpinned by three core values:

- Student's first
- It's about learning
- No barriers

Join Us

This is an exciting time to become part of The Futures Trust. Every role here is more than a job — it's real, impactful work that makes a meaningful difference in the lives of our students and their communities. We offer trust wide career paths and invest in outstanding opportunities for our staff to learn, grow, and truly change lives.

4
Primary Schools

6
Secondary Schools

9000+
Students

1300+
Staff

Thank you for considering a career with The Futures Trust.

We are delighted to provide you with this recruitment pack, designed to offer all the information you need to embark on a rewarding journey with us.

Emma Martin

Head Teacher



Barr's Hill School is an outstanding school that is committed to Building Brighter Futures for all of its students.

Every decision we make is about the young people we serve, their learning experience and their personal development. We are looking to expand our team of talented professionals who excel in their field to help us on the next phase of our exciting journey.

We look forward to hearing from you.



Job Details

JOB TITLE	**PERSONAL DEVELOPMENT LEAD (YEAR 9)**
OPPORTUNITY	We are seeking to appoint an excellent Pastoral Leader to support the aims and objectives of the school and work with the Leadership Team to ensure that students make outstanding progress by removing barriers to learning. Key areas of responsibility will be providing first line support to students on pastoral issues, providing achievement, attendance, behavioural and educational support to students and providing a strategic link between the school and other agencies and parents/carers. You will have a flexible and supportive approach to work and be a positive role model to pupils.
REPORTING TO	Hub Director
LOCATION	Based at Barr's Hill School with a requirement to travel to work at or for schools in the Trust.
SALARY/ WORKING PATTERN	TMS/UPS + TLR 2A 37 hours per week/39 weeks per annum Monday – Thurs: 8.00 am – 4.00 pm, Fri: 8.00 am – 3.30 pm
BENEFITS ENHANCING WORKING LIVES	- Competitive rates of pay - Professional development opportunities - Career pathways across the Trust - Teacher / Local Authority Pension Scheme - Online retail discount - Employee Assistance Programme - Family Friendly policies to support family & carer commitments - Flexible Working Arrangements **www.thefuturestrust.org.uk/why-work-for-the-futures-trust**



Job Description

Job Purpose:

To lead the development and implementation with impact of the '7 Year Journey of a student' at Barr's Hill in terms of personal development in Year 9 so that students aspiration and confidence is raised and as a result their academic performance improves. To include Mentoring, Support, Careers, Student Character and personal, social, and health education.

Leadership

- Work strategically with the Hub Director, Hub Coordinator and Strategic Lead for Personal Development to develop a coherent personal development programme that drives careers aspiration and the development of student character.
- Ensure that tutor time in The Hub is well used to maximise student progress and support the above.
- Lead the planning of Hub assemblies, events and programmes to raise aspiration, confidence and improve student outcomes.
- Devise and implement a targeted mentoring programme across the Hub that supports underperforming students in catching up.
- Work with the Strategic Lead for Personal Development and the school careers advisor to ensure all young people have positive destinations and make aspirational and appropriate choices at each stage of their education.
- Make a personal impact on identified targeted groups of students to increase aspiration, confidence and therefore academic performance.
- Work with colleagues internally to ensure that Careers information is high quality and high profile in and around the Hubs and at all major parent events.
- Work to develop student character through PRIDE in the Year 9. Develop narrative, opportunities for students to reflect, and clear internal marketing materials.
- Ensure quality provision for PHSE/SRE and personal development throughout the Hub so that students are able to make good choices and know how to stay safe.

Students

- Supporting colleagues in the Hub Team with behaviour for learning.
- The delivery of guidance to students in The Hub.
- Support the Hub Team in the planning and delivery of aspirational events and programmes to build belonging, raise aspirations and enrich the curriculum.

Resources

- Ensuring value for money and efficient use of resources.
- Ensuring that Hub spaces are a showcase for students learning and provide an engaging and safe learning environment.
- The observance of correct safety procedures in line with school's Health and Safety Policy.
- Contributing to the School Development Plan.

Professional Development

- Maintain personal professional development to ensure that the knowledge and skills required to fulfill the role of are up to date.
- Be a professional role model, and understand and promote the aims of the School and the values of the Trust.



Person Specification

AREAS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
EDUCATION AND QUALIFICATIONS	• Qualified Teacher Status • Degree or Certificate of Education/PGCE		Application Form. Certificates.
SKILLS AND ABILITIES	• Highly competent in all areas of the Teachers' Standards • Excellent communication skills; able to communicate effectively both verbally an in writing with a range of audiences • Highly organised; can prioritise and work well under pressure, meeting deadlines and exercising attention to detail • Able to relate effectively to students, staff and parents • Able to follow the school's safeguarding procedures and recognise when to report any concerns • Able to work collaboratively and effectively as part of a team • Creative, inspiring and innovative both in the classroom and as a colleague; able to explore, develop and successfully implement new ways of working		Application Form Interview Observation

AREAS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
EXPERIENCE	• Successful teaching experience within a secondary school • Experience of teaching within a diverse environment • Recent relevant in-service training in current educational practice		Application Form Interview
KNOWLEDGE AND UNDERSTANDING	• High level subject knowledge. • Knowledge of how to promote and implement the principles of inclusion. • Understanding of promoting high levels of attainment of all pupils, including those with special educational needs. • Knowledge of initiatives at a national level and their impact on school development • Clear understanding of safeguarding and evidence of recent training		Application Form Interview Test
OTHER REQUIREMENTS	• A professional role model who is committed to their own professional development and to developing others • Committed to and able to promote the aims of the school and the values of the Trust: Students First, It's about Learning, No Barriers. • Able to work calmly under pressure and withstand stress • A commitment to inner city comprehensive education • A commitment to involve parents, governors and the community in the work of the school • An awareness, understanding and commitment to equal opportunities, including an appreciation of and sympathy for the school's multi-faith cultural context		Application Form Interview



How to apply

Closing date:
Wednesday 21 October 2026

Interviews:
Friday 23 October 2026

If you wish to find out more about this role and a career within The Futures Trust please contact the Recruitment Team:
tel: 02477 102134

To apply for this post, please complete the online application form found at:
www.thefuturestrust.org.uk/work-with-us/current-vacancies

On application please read the following policies found at:
www.thefuturestrust.org.uk/work-with-us/recruitment-policies

- Barr's Hill Safeguarding & Child Protection Policy
- Safer Recruitment Policy
- Suitability Policy
- GDPR Privacy Notice for Applicants

The Futures Trust are committed to safeguarding and promoting the welfare of children and young people and require all staff and volunteers to share this commitment.

The successful candidates for all positions will be subject to an enhanced DBS check and Children's Barred List check.