

**Job Description – Pastoral Leader**

This form summarises the purpose of the job and lists its key tasks. It is not a definite list of all the tasks to be undertaken as those can be varied from time to time at the discretion of the School, in consultation with the postholder.

**SALARY: NJC GRADE 7, Spinal Column Points 14 - 19**

 **£22,462 - £24,799 (£19,092– £21,079 pro rata) wef 1.4.19**

**HOURS: Term Time Only plus INSET days – 37 hours per week**

 **8.15 am – 4.15 pm Monday to Thursday**

 **8.15 am – 3.45 pm Friday**

 **(30 minutes lunch)**

**Attendance at year based evening events at the discretion of the Headteacher – overtime/lieu time will be available**

**LOCATION: Worthing High School**

 **South Farm Road, Worthing, West Sussex BN14 7AR**

 **Headteacher: Pan Panayiotou**

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| **Job Title : Pastoral Leader** |
| **Accountability : Reports to Behaviour Support Manager** |
| **Job Summary:** |
| * To provide support, care and guidance for students within the designated year group in order to maximise learning
* To work effectively with Progress Leaders, the Senior Leadership Team, AHT Leader of Inclusion and other school staff in their role as required in particular liaison with parents, behaviour management, support with attendance, uniform and other welfare issues
* Monitoring attendance and punctuality with assigned year group
* Year 7 Pastoral Leader will be a fixed post – with continual responsibility for each new Year 7 year group
* Year 8-11 Pastoral Leaders will stay with their year group, for a 4 year period, as they move up the school.
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| **Person Specification:** |
| The following criteria describe the experience, skills, knowledge and education which are considered necessary to carry out the role. Those that are desirable only are clearly marked.Applications for the post will be judged against these criteria; all the criteria should therefore be addressed in the candidate’s application form.**Qualifications and Experience**Educated to a minimum of GCSE Standard (A\*-C) (essential)Competent in using IT software, eg Microsoft Office products (essential)Further training/experience in youth work or counselling (desirable)Pastoral experience with students (desirable)Experience of working in a school (desirable)**Personal Characteristics**Excellent interpersonal and communication skills at all levelsConfident and enthusiastic individualProactive and helpful attitude towards staff, students, parents and employersExcellent organisational skillsThe ability to manage your own caseloadAttention to detail and accuracySelf-motivated and able to work on own initiative**Other information/Requirements*** Commitment to self and team development
* Must be suitable to work with children, established by means of an enhanced DBS check and barred list check
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| **Main Responsibilities** |
| * To work closely with Progress Leaders, Behaviour Support Staff, SLT and AHT Leader of Inclusion
* Liaise with locality EWO to implement strategies to raise attendance and improve punctuality, including monitoring this on a daily basis via SIMS
* Contact low attendance students’ families and produce attendance data for year group
* To liaise closely with the AHT Inclusion regarding any student on the inclusion register
* To promote high standards of behaviour and conduct within the year group, ensuring implementation of school policies in relation to behaviour management
* To promote high standards of uniform and appearance
* To implement and monitor appropriate sanctions, ensuring that relevant action is taken and recorded
* To take statements from students as required
* To make referrals to the school nurse as required
* To co-ordinate and monitor additional support and intervention strategies for students as appropriate eg report cards
* To liaise with parents/carers to support student progress
* To liaise with external agencies as appropriate to support students’ progress and well-being (eg CAMHS, Educational Psychologist, MASH, EWO, School Nurse, Police Liaison Officer) and attend relevant meetings
* To attend and represent the school at Holistix meetings
* Providing a link with subject teachers and form tutors for advice and information regarding students
* Assisting in the implementation of an effective mentoring programme as required
* Informing all relevant staff of important matters relating to students in a timely manner
* Obtaining work from subject teachers for students who have been placed in internal exclusion
* Supporting year assemblies by supervising the entry and exit of students and by sharing notices and other information with students as necessary
* Assist form tutors and subject staff with the induction of new students into the relevant year group; ensuring that new students are assessed by the Inclusion team as appropriate
* To provide appropriate administrative support for community matters as required
* To attend regular meetings with the Progress Leader and Behaviour Manager
* To attend other meetings, as required including evening meetings relating to the specific year group supported.
* To provide cover for absent staff as required in exceptional circumstances
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Please note, because of the nature of this job, if you are successful in your application you will be subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed. This will be done by means of applying for an “Enhanced Disclosure”. Disclosures include details of cautions, reprimands or final warnings as well as convictions, spent or unspent.

May 2019